JANUARY

Midmonthly

SURVEY

Hops and Hospitals

GEORGE E. VINCENT

Keep Children Whole

LILLIAN D. WALD

100 Years of Poor Law

EDWARD T. DEVINE

Out of Work Relief

BEULAH AMIDON

But Is It Ethical?

JOHN D. KENDERDINE

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Your New Year—and Ours

TEN days after publication, and the edition of The Survey with which we opened 1930 was practically exhausted. . . . That special number for January, in its handling of rising medical costs, interpreted one of the deep reaching situations confronting patients and doctors everywhere....In November and December; in this issue; in February, March and April we are following through the lead opened wide by our special number last April (Unemployment and Ways Out); keeping our readers swiftly in touch with developments in the midst of stress and uncertainty and underscoring the practical measures by which social workers, industrial leaders, public officials and citizens generally can turn this winter's viscissitudes to constructive account.

If you are a member of Survey Associates, you have helped make these services possible.

IF you are not a member, why not come in for the New Year? . . . Ever since you became a reader of the Survey we have been hoping that you would not only like it, find it interesting, illuminating and now and then inspiring, but would come to feel yourself a member of the Survey family. . . . Their names, for the first time 2,000 strong, were carried in the annual report of Survey Associates which went out to every reader in our November Midmonthly. With it went our invitation, signed by the secretary of Survey Associates, to every reader to join the roster. . . . Seventy-two wrote "Yes". . . . This was the letter, and we reprint it here lest it escaped your eye. . . . Pretend it reaches you in a 6¾ envelope, with a licked 2c U.S. stamp, a signature in ink and the best of wishes for the New Year—yours and ours.

"Survey Associates is first of all a fellowship; it is also the non-profit-making membership corporation which publishes The Survey—Graphic and Midmonthly. The members of Survey Associates are the owners of the enterprise. The Survey is more than a magazine—we think of it as primarily *an educational endeavor,* whose purpose is to awaken, inspire, inform and guide the social spirit which underlies all forms of effort to make the world a better place in which to be born and to live. It isn't self-supporting, although commercial receipts (from circulation and advertising) increase in proportion to the total cost. Dealing as we do with subjects often controversial—because they are alive and fluid—and not always "popular," we are naturally unable to acquire mass circulation and the advertising patronage which that produces. That is why we need further support, to keep going, and to move forward as new fields open and means are available.

"So, the spiritual backbone of our endeavor—our "living endowment"—is our $10 Cooperating Membership to which we now invite you. From this ten dollars, five is automatically allocated to cover your subscription—you will receive The Survey, semi-monthly, as a matter of course. The other five goes into our general fund, supporting the research and field work which make the magazine the unique product that it is."

TURN the leaf of the New Year with us and come in. Write us "Yes" now and when your regular subscription expires, we will welcome you as a $10 Cooperating Member of Survey Associates.

Analytic Index to This Number

January 15, 1930

Child and Family Welfare:
Pages 458, 459, 464, 467, 470

Health and Economics:
Pages 461, 464, 472, 473

Experiments in Education:
Pages 459, 478, 479

Industrial Conditions:
Pages 455, 470, 476

The Law and Law Breakers:
Page 470

Employment:
Page 455

Community Plannings:
Pages 459, 474

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THE SURVEY

VOL. LXIII, No. 8 MIDMONTHLY January, 15, 1930

CONTENTS

FRONTISPIECE - - - - - - *Drawing by Gerta Ries* 450
EDITORIAL PARAGRAPHS - - - - - - - - - - - - 451
Peace and Freedom—My Eye! The Era of Social Analysis, Desperation Will Out, Dr. Harold Gifford, Lucy C. Hutchins, Idle Men—Working Children, Five Years of Peace, Back of Malden Cemetery, State Conference Leadership, Ten Years of Suffrage
RELIEF AND UNEMPLOYMENT - - - *Beulah Amidon* 455
WIFELY WIZARDING - - - - - - - *Herman Feldman* 457
SHALL WE DISMEMBER THE CHILD - *Lillian D. Wald* 458
THE CELLULAR CITY - - - - *Clarence Arthur Perry* 459
HOPS AND HOSPITALS - - - - - *George E. Vincent* 461
SERFS, TROUBADOURS AND SPELLING BOOKS - - - - - - - - - - - - - - - - *Mary D. Edmonds* 462
MISS CASE-WORKER GOES SCIENTIFIC - *Hazel Newton* 464
WHAT CASE WORK MEANS - - *Molly Day Thacher* 465
NAUMKEAG'S STORY - - - - - - - - - - - - - 466
FIRST AID FOR BREAKING HOMES - *G. Eleanor Kimble* 467
A CENTURY OF ENGLISH POOR LAW - - - - - - - - - - - - - - - - *Edward T. Devine* 468
SOCIAL PRACTICE - - - - - - - - - - - - - - - 470
Shifting the Social Exchange, Putting a Report to Work, "Foreigners" and Crime, An Institutional Institute, Fifty Years of Bridge-building, Convenient Compilations, In Rural Wisconsin
HEALTH - - - - - - - - - - - - - - - - - - - 472
Best Sellers for Babies, For People Mentally Sick, Good Food for Health, Detroit Fights Diphtheria, Health Services Saves Lives, The Safest Age in Illinois, Helps for Health Workers, Figures—Statistical & Otherwise, An Institute for Clubwomen
COMMUNITIES - - - - - - - - - - - - - - - - 474
Where New Yorkers Live, The Chests Gain, A New Milestone in City Planning, Space for the Future, Where Fellers Find Friends, Bernard Shaw on Safety, What Settlements Struggle With
INDUSTRY - - - - - - - - - - - - - - - - - - 476
To Make Labor Laws Effective, Prescribing for a Sick Industry, For Old Age Pensions, The I.L.G.W.U. in Cleveland, The High Cost of Getting Hurt, The L.I.D. on Unemployment, The Price of Child Labor
EDUCATION - - - - - - - - - - - - - - - - - 478
North Carolina Takes Stock, Progress in Spite of Handicaps, The School in Rose Valley, Athletics at Antioch, First Aid for Debaters, Negro Superiority in Kansas, Prisoners at School, Teaching Teachers Health, New Schools for Old
WORK SHOP - - - - - - - - - - - - - - - - - 480
Is It Ethical? *John D. Kenderdine*—Monthly Gifts and Fellowships, *Thomas Devine*—Over My Desk, *Elwood Street*, Gossip
BOOKS - - - - - - - - - - - - - - - - - - - 484
COMMUNICATIONS - - - - - - - - - - - - - - - 488

The Gist Of It

OUR gratitude goes out to the sixty busy secretaries of family welfare societies who made possible the report, page 455, on the current need for relief and the mounting unemployment problem in typical and widely scattered American communities. This quick exchange of fact and experience was put together by BEULAH AMIDON, The Survey's industry editor, on the data sent her by the cooperating agencies between December 10 and 26. Here are "straws in the wind" for many readers who need to know, in carrying forward the day's work as teachers, nurses, doctors, social workers, board members, what the developments are likely to be in the next few months, and whether appeals for aid are going to be fewer or more numerous than they were last year or the years before.

A SHINING example of efficiency engineering in the home is related on page 457 by HERMAN FELDMAN, professor of industrial relations in Dartmouth's school of administration and finance.

LILLIAN D. WALD, founder and chief of the Henry Street Settlement and its pioneer visiting nurse service, and a leader in the group who have championed the services of the federal Children's Bureau, tells on page 458 why she believes in a continuance of that bureau's unified approach to all the problems that affect the health and welfare of children.

CLARENCE A. PERRY, associate director of the Recreation Department of the Russell Sage Foundation and a general authority on communal organization, is the originator of the "Neighborhood Unit" scheme which he holds up for contemplation on page 459.

ON January 1 GEORGE E. VINCENT retired from the presidency of the Rockefeller Foundation because of age. His age, we hasten to add, is a matter only of birth certificates and vital statistics and such-like annoying things, for in physical and spiritual force he can set the pace for men still young by the calendar. Among his many accomplishments, public speaking stands out in the minds of all who have heard him, and his reiterated plea for that team-play which he believes to be one of the fine fruits of American democracy is familiar to Survey readers. Page 461.

MARY D. EDMONDS is a teacher in the Birch Wathen School, New York, where she cooperated with the young playmakers whose adventures she describes on page 462. Maxine Maxson is the head of the art department in the same school.

ON the shoulders of the case-worker rests a multiplicity of responsibilities which demand the utmost in understanding, ingenuity, and energy, HAZEL NEWTON knows the perplexities first-hand from her own work among Italian families in Boston, and more recently, in her capacity as general manager of the Cooperative Workrooms (page 464).

IN The Survey of December 15, CLARE M. TOUSLEY, assistant director of the New York Charity Organization, told how a social agency may whittle its own news pegs. Of her agency's own work to that end there is an effective example on page 465, in the story of Joseph S., written by Molly Day Thacher, one of Miss Tousley's group of staff "cub reporters" and here republished, in condensed form, from the society's bulletin.

G. ELEANOR KIMBLE, whose "simple fracture" (page 467) might have been very much less simple if first aid had not been speedy and skillful, has been supervisor of case work for the Travelers' Aid in Los Angeles and more recently assistant professor of sociology at Tulane University.

SINCE he established The Survey (then Charities) in 1897 and published his Principles of Relief in 1904, EDWARD T. DEVINE has written on poor laws, domestic and foreign, for well over a quarter century. His review on page 468 of the final volumes of Sydney Webb's great work on the subject is authoritative.

CHICAGO social workers have asked themselves searching questions and made replies which form the basis of a study of social-work ethics by LULA JEAN ELLIOTT, a graduate student at Northwestern University, working under the guidance of Professor Arthur J. Todd, head of the department of sociology. Miss Elliott's study is reviewed by John D. Kenderdine, associate editor of The Survey. Discussion of many of the ethical questions raised will be continued in coming Midmonthlies. Page 480.

THOMAS DEVINE is the secretary of the Community Chest Association of Duval County (Jacksonville), Florida, whose remarkably successful campaign he describes (page 481). Incidentally he is the son of EDWARD T. DEVINE (page 468).

Happy New Year.

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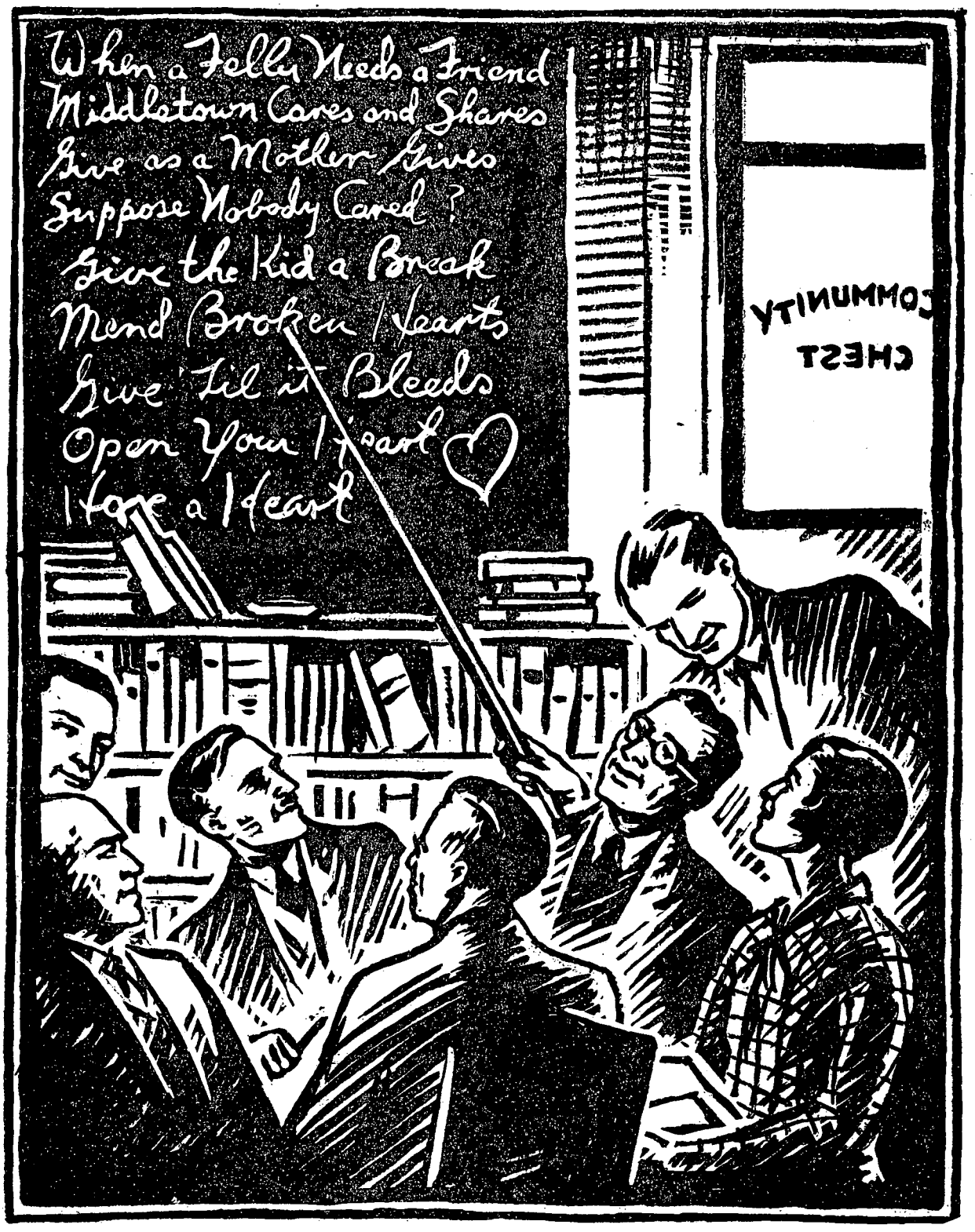

Drawing by Gerta Ries

WHEN A SLOGAN NEEDS A FRIEND

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THE SURVEY

January 15
1930

Volume LXIII
No. 8

Peace and Freedom—My Eye!

THE New York Welfare Council has gotten out a little book which fits neatly into the vestpocket of each and every policeman. They found out from the policemen themselves the questions that are most often asked them and built up the answers, so that by thumbing to the right heading the officer on his beat can fortify himself in handling one of the emergent calls that come at him. Where do you take an abandoned baby? A lost child? What do you do for a homeless boy? What for a girl that's gotten into trouble? A man out of work? And so on. A really admirable contrivance.

The other day the telephone at the Welfare Council rang like a fire alarm. There was the warmth of protest in the voice at the other end of the line. "What sort of a guide book is it you're getting out?" the voice asked. "A woman has just come in here. She says a cop sent her to us. He looked up our address she says in your pocket directory. She told him her husband had just beaten her over the head and she can't stand him any longer and wants a divorce. And the cop sent her here. We're the Women's League for Peace and Freedom!"

The Era of Social Analysis

SOUNDINGS in the shifting social currents of work and leisure, community and family, city and country are promised in the announcement of the Research Committee on Social Trends just appointed by President Hoover at the request of a number of interested groups. Wesley C. Mitchell, who heads the committee, directed the vast survey of recent economic changes published last summer to take stock of our economic assets and potentialities (see The Survey, June 1, 1929). Money also must enter into this new accounting, for it is the mould wherein many of our habits of living must be set. But beyond the enormous array of factual data which the committee will assemble through dozens of specialized researches into our health, habitations, marital status, and so on, there is room for an exciting evaluation of new ways of living; how we spend our time and why we do so; what inventions are doing for or to us; how state and industry are interlocking with family life, and what use is a family anyway in the year 1930; changing attitudes—for an attitude there always will be, toward such engaging subjects as youth, kinship, women, and authority.

That this will be a study well grounded on what we call fact but going beyond fact to the dynamic currents that give fact color and meaning is guaranteed by the membership of the committee, which includes, besides Professor Mitchell, Charles E. Merriam, William F. Ogburn, Howard W. Odum, and Shelby M. Harrison. Such a leadership may rely upon enlisting expert and discriminating researchers from coast to coast, and financial support is assured by the Rockefeller Foundation. What with the economic studies already brought out and the findings to be anticipated from the national committees studying crime and law enforcement, child health and welfare, and now social changes in general, President Hoover's administration may well go down in history as an era of social analysis. Perhaps when we have achieved all this knowledge, there will come the real test of our national intelligence and vitality in that ultimate, vexing question—where do we go from here?

Desperation Will Out

ON December 11, the second time within five months, death ran riot in the courtyard of Auburn Prison. For six hours a pack of desperate men were in control of the prison. State troopers and militiamen hunted them through the dim corridors and cells, spotlights flooded the courtyards, and machine-guns barked down from the walls. Before it was over, the chief keeper and eight convicts were dead, and nearly a score of keepers and convicts were wounded or gassed. The break was led by the men who had been in "solitary" since last summer for their part in the July riot.

Desperation, like murder, will out. The series of "mutinies" in the state prisons of New York, as well as the rather different outbursts in Kansas and Colorado, are alarming symptoms that our prisons, as Winthrop D. Lane warned in The Survey of September 1, are at the breaking point. In most of them, convicts are jammed into wretched quarters, meagerly or badly fed. In the last year for which reports are available less than two-thirds of the prisoners at Auburn had an opportunity to work in the prison industries for wages,

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and what incentive those wages offered may be guessed from the fact that they averaged $1.50 a month, in addition to the cent and a half a day allowed by statute to every prisoner as a return for his labor.

But, as Mr. Lane pointed out, this is an old story, and the fact that prison conditions are still bad, though perhaps slightly less intolerable than they used to be, does not explain this new violence. It has come foremost in New York State, and New York is the leader in clamping down the lid on crime. New York has abolished the law which had stood on its statute books for a half century, making it possible for a convict to earn a diminution of one-quarter to one-third of his sentence by good behavior; paroles have been cut down in number, perhaps to the extent of one-half; sentences have been made longer—doubled, according to one estimate, in the past fifteen years. The much-praised Baumes laws fix a life sentence for a fourth felony. Pardons, because of the public attitude toward crime, are harder to obtain.

So far there is no reliable evidence that we have suffered, or are suffering, a crime wave, though with the longer sentences prison populations naturally increase. What has been intensified, is public notice, fear, and hysteria, a demand for harsh measures, and the desperation of hopeless men, deprived of a chance to earn their freedom. By violence they might gain freedom, and they could lose little they value but life itself—life in a cell seven feet long, seven feet high, three and a half feet wide. They are men schooled in taking a chance. The bigger and better jails envisaged in Governor Roosevelt's program could ease the tension; more opportunities to work, and by working to earn money would let off some of the steam; but prisoners are men, and like all men live more by hope than by bread alone. A philosophy of vengeance will work inevitably toward rebellion, and it is from such a philosophy, based on fear, that comes our mad demand that crime be crushed, and countering it, the mad effort of the prisoners to achieve hope at any price.

Dr. Harold Gifford

OMAHA has lost a "first citizen" in the death of Dr. Harold Gifford at seventy-one. In his special field, that of ophthalmic surgery and research, he was as well known in Europe as in America; and not only did his practice bring patients from all over the Middle West, but his influence had been a creative force in educating the public and practitioners everywhere as to the conservation of the eye. His contributions in the field of citizenship were equally outstanding. He had traveled far, visiting Asia and Africa as well as Europe, and taking part in an expedition to British Guiana. Perhaps it was his experiences as an outdoors man which engaged his interest in the possibilities of the Missouri River as the potential civic asset of Omaha. He gave many acres of bluff land and river bottom to the community and bore a constructive part in the development of the Fontenelle forest reserve and the river drive. These are beginnings. Dr. Gifford had dreams of a larger development which would claim for generations to come the recreational possibilities inherent in this long neglected stretch of the river valley with its possibilities of preserving for modern city dwellers some touch of the ancient wilderness. In building into his dream in the years to come Omaha has its great opportunity.

Linked with this large civic service were infinite ministrations on Dr. Gifford's part to all sorts and conditions of men. Wards of the Juvenile Court, newsboys, girls and boys from charitable institutions thronged his offices. When in 1927 the Omaha post of the American Legion named him as Omaha's first citizen, it led to widespread comment, for along with his public services Dr. Gifford had retained the flame of his early idealisms. In accepting the designation he said, "If you can believe that a pacifist is one who abhors war and its evils, and studies it in all its phases to the end that some day war may be abolished forever and ever, and if you can believe that a socialist is one who studies conditions with an eye to alleviating injustice, then I am both. And I am very happy at receiving this honor." The friends who will miss Dr. Gifford are legion: Mrs. Florence Kelley of the National Consumers' League for one, for they were classmates at Cornell in 1879. Dr. Gifford was a long-time member of Survey Associates.

Lucy C. Hutchins

THE funeral of Lucy C. Hutchins at the old Baptist Church in Cambridge, Massachusetts, was a noteworthy tribute. For twenty-three years she had been quietly doing her work as probation officer of the Third District Court and the value of that work seemed hardly known except to those intimately in touch with it. But the church was filled with those who came to testify to their love and appreciation. In addition to her many personal friends there came practically all of the social workers of Cambridge, all the judges with whom she had worked, the entire staff of the court, a large number of lawyers who had practiced in the court and many of those whom she had helped. The chiefs of police of Cambridge, Arlington and Belmont were there with a large detail from each station of officers who came at their own request, nearly filling one side of the church. After the services, which were simple and dignified, a platoon of police escorted the funeral procession. It was a remarkable marshalling of evidence to a quiet, tender woman who had done the work which came to her or was sought out by her, simply and effectively. It was obvious that all who were present went because of the personal feeling they had for her and for what she had done for the community. Such a wholly spontaneous tribute tells the story of her work and life.

Idle Men—Working Children

DOWN one side of the broad highway of American life, a queue of two million unemployed men. Down the other side, two million working children. That is the striking picture which came out of the twenty-fifth anniversary meetings of the National Child Labor Committee in mid-December. It might be sent as a New Year card to Mr. Hoover's conferences on the business situation and entered as almost sure winner in the Follies of 1930. If the youngsters could all be packed off to school their jobs, however trivial, might prove a godsend to idle men. In the twenty-five years of the National Committee's existence, great strides have been made. Its primary job was to enact protective laws, and today every state has such a law, though with wide variations of standards and enforcement. There has been steady and successful pressure for the complementary compulsory schooling and vocational guidance, and throughout the quarter-century there has been successful publicity to arouse public sentiment to the injustice and the stupid waste

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of putting children to work for wages when they should be in school.

It is a record on which the committee and its thousands of supporters can look back with satisfaction. Yet the job has not been half done in twenty-five years. The chairman, Samuel McCune Lindsay, called upon the anniversary convention "to face frankly the fact that a surprisingly large part of the fundamental task we set out to accomplish in 1904 remains undone in 1929 and will still be unfinished in 1954 unless we plan carefully with the next quarter-century in view." It is a striking commentary on our times that at first the committee was not incorporated, for the reformers of the early days of the new century believed its task would soon be accomplished once the American public was informed of the facts. The public has been informed—and child labor persists. One speaker held that the public still has no "intellectual curiosity" about child labor. Perhaps it needs to be made notorious; some intellectually curious person might spend a year digging into the histories of gangsters and gunmen to find out how many of them are the product not of a viciously idle youth but of a prematurely employed youth.

Among guests at the anniversary meetings there was cordial response to the committee's statement that "it has not abandoned or changed its position in support of the amendment" to the federal constitution. Indeed, Ruth Morgan of the National League of Women Voters made a great hit with an explanation of herself as a stubborn hang-over from the nineties who still believed the federal government should set standards of welfare as well as of road-building and training militia; and Owen R. Lovejoy, for twenty years general secretary, predicted that at the coming White House Conference on Child Welfare, there will be agreement or stimulating disagreement over child health, education, and what-not, but that over child labor there will be a fight—for there's still money to be made out of the labor of children and the states have not stopped it.

Five Years of Peace

SOME measure of the progress that collective bargaining and arbitration have made in the men's clothing industry of New York City may be had from the variety of groups that attended the recent banquet of the New York Clothing Manufacturers' Exchange. Nearly 1,000 guests, among them public officials, college professors, representatives of the union, manufacturers from New York and from the recently organized market of Philadelphia, and leading retailers assembled to celebrate the fifth anniversary of the re-establishment of the impartial-chairman machinery and to congratulate Jacob Billikopf, the impartial chairman, on the skill and fidelity with which he had filled this office during these difficult formative years. The note which dominated the gathering was that of the need for further and more intelligent industrial control. Lieutenant-governor Lehman said that the strong organization of labor and an equally strong association of employers were indispensable to the stabilization of industry. Retailers like Louis Kirstein of Boston and Jesse Isidore Strauss of New York testified to the interest of distributors in high standards of labor and in the need for responsible labor organization. Mr. Billikopf, drawing on his long experience with relief agencies, gave high praise to the systems of unemployment insurance in the men's clothing industry in Chicago, Rochester and New York. Sidney Hillman, president of the Amalgamated Clothing Workers of America, looked forward to the time when a council composed of all interests in the industry, from consumer to producer, would convene regularly to consider its problems and to bring a moral influence to bear on those irresponsible and anarchic forces that brought dislocation and ultimately higher costs (see The Survey, December 1, page 261). In an industry which was now more than 80 per cent organized, Mr. Hillman believed that it was only a matter of time before all large employers would be dealing with the union, since many of them have already lost their prejudice against organized labor and voluntarily made agreements with the union. In its experience in the handling of the problems of business and of industrial control, the performance of the men's clothing industry is a forecast of what the conferences called in Washington by President Hoover are trying to achieve in the whole of American industry.

Back of Malden Cemetery

WHILE the miracles at Malden were filling newspaper columns, a physician remarked sadly that in the pitiful crowds at the cemetery he saw an evidence of the extent to which his own profession had failed in treating the whole problem that patients take to doctors—emotional as well as physical. They had failed, he believed, in many cases to understand or to estimate at their full value, emotional factors which lay at the bottom of the apparent maladies which the patients presented; and failing this, they had not helped them to the full extent of which scientific medicine is at present capable, while the patient went out to seek, occasionally successfully, more often vainly, the will-o'-the wisp of miracle.

The importance of emotion in causing disease, or affecting its course and outcome, was the subject of an address early in the autumn before the second annual Graduate Fortnight of the New York Academy of Medicine by Dr. Charles P. Emerson, dean of the University of Indiana Medical School and president of the National Committee for Mental Hygiene. Since Hippocrates, Dr. Emerson pointed out, conscientious physicians have done their best to enlist the aid of the emotional life of their patients in their therapy, but their results, when successful, have usually been ascribed to "power of personality," "suggestion," "psychotherapy" and the like—terms which until recently have always implied criticism that a "regular" physician should stoop to such practices. But through the findings of comparatively recent researches and the great mass of evidence obtained during the Great War, it now has become evident, Dr. Emerson believes, that under certain circumstances strong emotion can inflict physical injury as truly as can a knife. Similarly, apparent relief from many ills may follow intense emotional experiences. Indeed, said Dr. Emerson,

> we do not at all doubt the genuineness of the relief to which the piles of crutches at various religious shrines bear witness, neither do we doubt the success of various unusual physical manipulations, strong electrical treatments, or dominating psychical appeals. In all cases, unfortunately, the relief is temporary, but the fact that there is any at all is a challenge to the medical profession, for surely we should try to understand and to use a therapy which under almost accidental and uncontrolled conditions sometimes proves so potent.

In an effort to get this understanding, Dr. Emerson's own organization uses a "medical sociologist," not as a worker in the usual field of medical social service, but as an aid to the physician's own diagnosis and treatment, by gathering facts

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of the patient's life which may prove relevent to his physical trouble. Increasingly the internist calls upon the aid of clinical psychology to assist in the diagnosis of this or that alarming heart symptom or backache, or arthritis, sometimes thereby avoiding an operation which might otherwise seem necessary, or an apparently clear diagnosis of heart disease which might hamper a patient's whole subsequent life.

Great caution, Dr. Emerson points out, is necessary. "This new field of medical research, where hitherto quacks and fanatics ranged blindly, though profitably, promises to be most important, but certainly would seem to be far more difficult than those through which we have worked." Evidence must be gathered carefully, and advance made only at that speed justified by accurate researches in the pre-clinical and clinical arts and sciences. And among these arts and sciences must now be counted psychology and sociology. What such advance may some time spell in lessening misery and disappointment has been underscored again, since Dr. Emerson's address, by the pathetic stream of Malden pilgrims.

State Conference Leadership

HOW a state conference of social work might evolve into the leadership of a representative citizens' movement was suggested in a report presented by Aubrey W. Williams before the recent annual meeting of the Wisconsin conference, unanimously accepted, and referred to the incoming board of directors for study and further suggestions. For eight years the Wisconsin conference has brought together socially-minded leaders throughout the state to work toward the solution of problems for the socially incapable. Its recent outstanding achievement is the passage of the Wisconsin children's code. "The force and spirit of the drive and efficiency which . . . has been expressed in this rather limited field," said Mr. Williams, "we should now seek to enlarge and utilize in behalf of all of those phases of Wisconsin's life which combine to make up the entire elements of our well-being." One project of this nature was carried through in 1925 in the better cities contest. Mr. Williams lists more than a score of others which might well engage the two thousand persons who have come together through the work of the conference, specific studies in the fields of education, industry, health, city and regional planning, recreation, government and crime. As a means of financing he suggests three methods, not mutually exclusive: the creation of a citizens' foundation as a part of the conference, to receive bequests or gifts to be expended in state-wide projects; the securing of funds for special projects from individuals or groups; and the development of a broad basis of support from individuals and organizations.

To read the history of any of the long established and enterprising social agencies is to envisage a whole series of citizens' movements, whereby in turn they have transmuted their troubles with people into a constructive attack on the conditions which produced the trouble: tuberculosis, housing, the administration of justice, the care and prevention of mental disease, unemployment and the like. Elsewhere in this issue is summarized such a record from the fifty years' service of the Brooklyn Bureau of Charities. In New York State this leadership has been provided on a state-wide basis by the State Charities Aid Association; in Pennsylvania, by the Public Charities Association. Such a task, however, involving research, legislative action, and administrative follow-up in widely varying but interlocking fields becomes increasingly onerous for any one organization. It seems at least logical to suppose, as Mr. Williams suggests, that it could be carried effectively by a state conference of professional social workers, who are "always in the position of being struck squarely in the face by problems," guided by experts in the special field under study, and backed by socially-minded citizens.

Ten Years of Suffrage

A VICTORY which came at the end of an eighty-year struggle is to have its tenth anniversary this year. On August 6, 1920, the Nineteenth Amendment to the Constitution was proclaimed and the right of women to active participation in their government through the ballot was won. What has been their influence on matters political?

Were the suffragists or the anti-suffragists wrong? A survey of the ten-year period shows the extremists of both wings to have been wrong. Though the accomplishments which have resulted from the exercise of the franchise by women have not been accompanied by a flourish of trumpets and no cataclysmic benefits have ensued, yet both accomplishments and benefits are concrete and significant.

In surprising numbers women have been elected or appointed to public office from positions all the way from justice of the peace to justice of a state supreme court. Practically no field of American government is uninvaded by women. Women are in the Congress, in the diplomatic and consular service, and in state houses and legislatures; in practically every branch of state and local government.

Now that they have the vote, suffragists who hammered at legislatures for years find that elected officials respond quite differently to the demands of their constituents than they did to the petitions of persons on whom they did not depend for re-election. No one will challenge the woman voters' claim to a large degree of credit for the calling of the Washington Naval Conference of 1922, for the passage of the Cable Act giving independent citizenship to married women, for the favorable action of the Senate in 1926 on the entrance of the United States into the World Court, or for federal aid for maternal and infant hygiene, to say nothing of a very considerable number of legislative enactments in various states during the past ten years due undoubtedly to the influence and work of women as voters.

But perhaps most significant of all is the attitude of the women themselves toward their responsibility, their earnestness and eagerness to build on a firm foundation. Belle Sherwin, president of the National League of Women Voters, an outstanding representative spokesman for women the country over, believes that the first ten years of suffrage have been well spent by women in learning and putting into practice four fundamental precepts—precepts upon which her organization is building. Says Miss Sherwin:

> The purpose of the league is to promote the responsible participation of women in government. Participation in government hinges upon a sustained interest in government. A sustained interest in government requires continuing political attention in a variety of women. Political attention consists in experiencing a relation to government and acquiring the information and capacity to act in that relation in the public interest. To the task of realizing these ideals of a democratic form of government, women inside and outside of the league are devoting their energies today.

The first decade has been one of primary education; in the next ten years women may be expected to enter the graduate school.

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Relief and Unemployment

By BEULAH AMIDON

THE possibilities of money-raising for social work since the Wall Street "deflation" were discussed in these pages last month by Solomon Lowenstein of the New York Jewish Federation, in the light of ninety recent community chest campaigns. But many of us want to know not only whether it is possible to raise money for welfare purposes this winter, but also how much money is going to be needed. To get some picture of current conditions, The Survey turned to the member organizations of the American Society for Organizing Family Social Work. On December 10, we wrote asking the answers to seven questions:

Is your case load for October-November, 1929, lighter or heavier than for the same period a year ago, and what did you spend for relief during these two months in 1928 and 1929?

If your case load is much lighter or much heavier than last year, to what do you ascribe the change?

If unemployment is a controlling factor, is it local or general?

Are there any indications of present industrial depression in your community?

What is the outlook for the rest of the winter as your agency sees it?

If your community feels it faces unusually heavy demands, how is it preparing to meet them?

Has it been easier or more difficult to raise funds this fall than last?

The sixty replies received at this writing represent all sections of this country—large cities and small ones, industrial centers, one-industry cities, agricultural areas, resort regions. In thirty (one-half) of these communities, the family welfare agencies report that they are being called on to shoulder an extra burden because of the number of wage-earners unable to find work. In one community sickness, in three the weather are apparently the chief factors, and two agencies give no controlling cause for the increased demands they face. In eleven communities conditions, as the family societies see them, are definitely improved or only slightly changed since last year. In thirteen of the agencies cooperating in this inquiry administrative changes make it impossible to compare case loads and relief expenditures for this year with preceding years.

From four of these communities—Allentown, Erie and Lancaster, Pennsylvania, and Lexington, Kentucky—definite improvement over last year is reported. The Family Service Society of Erie reports "better industrial conditions this year, beginning in the very early spring. In practically every month this year, industrial employment has been higher than in any corresponding month since 1923." In Lexington, the lighter case load, the secretary feels, "is due to favorable weather for outside work—construction, farming and so on, between the close of farm work and the opening of the tobacco factories in December." In Lancaster, "the health of people has been better and employment better for the months indicated. . . . The employment situation has been particularly good the past year for unskilled laborers because of public improvements such as road and building construction." In Allentown, "The steel and machinery factories are on a somewhat better basis than last year. . . . Skilled mechanics are in demand. . . . The outlook shows no sign of immediate change." In two of these Pennsylvania communities there has been a slight increase in the amount expended for relief, in one an increase of more than 80 per cent, and in Lexington a decrease of about a third.

Seven of these widely scattered family agencies report that there has been practically no change in case load or in intake for October-November, 1929, as compared with 1928. These places are Middletown, Connecticut; Richmond, Virginia; Eldora, Iowa; Utica, New York; Harrisburg, Pennsylvania; Wheeling, West Virginia, and Portland, Oregon. In four of these cities, however, larger sums are being expended for relief this winter than last. In Utica, for example, this amounts to about a 30 per cent increase; in Harrisburg, to about 60 per cent. The Associated Charities of Wheeling reports: "Need of individual cases appears to average somewhat greater than last year. May be due to cumulative effect of undesirable conditions." The Public Welfare Bureau of Portland reports, "More cases prove to be relief than last year. The reason for this we feel is extreme

Wortman in The New York World

The Gleaners

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What the Relief Agencies Report

October-November, 1928, and October-November, 1929

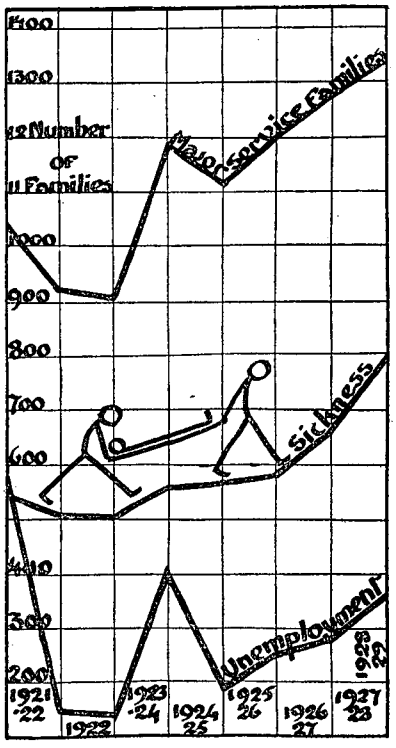
Agencies replying	60
No comparable figures because of administrative changes	13
Case loads and new cases	
decreased	4
unchanged	7
increased	36
Increase in relief burden due to	
sickness	1
weather	3
cause not given	2
unemployment	30
Unemployment due to	
chronic "sickness" of textiles	5
automobile industry	7
problem of the unskilled	5
several contributing causes	13

hard times. Seasonal employment scarce—berry and hop crops light."

Of the sixty societies sending in replies, thirty-six, or three-fifths report a markedly heavier burden this year than last, and in thirty of these thirty-six communities, unemployment is given as the chief cause.

Six agencies give causes other than unemployment as the controlling factor in their increased loads. In Memphis, the secretary feels that "the increase in our case load for this winter is due to an unusual amount of sickness here early in the fall among our families." In three communities the weather is held responsible. In Phoenix, Arizona, the case load is increased because "each year more people learn of the mild climate and the wanderers come this way in greater numbers." Minneapolis, on the other hand, holds that its slight increase in case load is "probably due to radically lower temperature," while in Columbia, Missouri, "we attribute the heavier case load to the continued spring rain, lateness of farmers getting their crops in and the early frost." No specific causes are given for increased case loads and heavier relief expenditure in Omaha, nor for the greater number of cases, though with smaller funds spent for relief in Lincoln, Nebraska. The secretary of the Associated Charities of Omaha states, "We are beginning to reflect the pessimism expressed by business men with whom we come in contact."

But by far the largest single factor in the current situation as these relief societies are facing it, is unemployment. In 30 out of 36 cities reporting a serious relief problem, it is stated as the main reason why families, in increasing numbers, are asking help in meeting the winter's need for food, clothing and shelter. In five communities—Lawrence and New Bedford, Massachusetts; Atlanta, Georgia; Columbus, Georgia, and Greensboro, North Carolina—the present unemployment situation is apparently part of the disorganization of the textile industry. Thus in Lawrence, "in the past few years one large woolen mill and one cotton mill employing about 6,000 people have closed. Other woolen and cotton mills are running about 70 per cent, on the average. . . . This is, we hope, the climax of seven years of industrial disaster." In Atlanta, an influx of men from other towns seeking work and the closing down of various local industries are increasing the unemployment due to slack work in the mills. In Columbus, "every mill in the city is working on short time; some of the mills have laid off hundreds at a time." In Greensboro, where there are "more and more demands on the agency for assistance," the secretary reports "the majority of the cotton mills . . . are on part-time schedule."



"Unemployment is apparently the controlling factor in our case-load"—Lansing Social Service Bureau

Reports on unemployment and relief demands from Youngstown, Ohio; Halifax, Nova Scotia; Orange, New Jersey; Washington, D. C., and Bethlehem, Pennsylvania, stress especially the number of unskilled workers who are jobless, and the difficulty of placing them. Washington reports: "The increase in unemployment among unskilled colored workers seems particularly marked." In Orange, New Jersey, "one of our large factories has cut down the working hours and has laid off about 500 people in the last two months. Even with this, it is employing about 1,100 more than last year at this time. Another factory working on the talking movies is running full capacity; another large iron works reports running full time with orders up to April. An outstanding department store reports employing the largest force in the history of the store." Nevertheless, the case load of the Orange Bureau of Associated Charities shows a heavy increase over last year, due to "the unemployment of the unskilled." In Bethlehem, "the Bethlehem Fabricators, Bethlehem Machine and Foundry Company and other smaller industries . . . are laying off their employes in groups of moderate size. Most of these people are the class of people that would be laid off first whenever any crisis came up." From Yonkers, New York, on the other hand, comes a report of more applications for relief from the "white collar class."

In thirteen of the thirty unemployment communities, several contributing causes for "slack times" are given. Thus in Providence, Rhode Island, where "to date during December our total intake including major and minor service is about 100 per cent higher than in 1928," unemployment is regarded as the result of unusual cold weather, of the small amount of new building underway, and of seasonal depression in the jewelry and toolmaking industries. In Rochester, New York, the unusual amount of unemployment is felt by the general secretary of the Social Welfare League to be due to "mechanization of industry, laying off of older men, increasing difficulty of men over 45 in securing employment, lack of apprenticeship training in various trades, city temporarily over-built." In St. Louis, Missouri, "there is no spectacular depression in any particular industry, but the usual winter slowing up and shut-down, perhaps slightly intensified." In Chicago, unemployment was "augmented by the unprecedented zero weather the last of

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November. . . . Local conditions reflect general conditions."

In the whole picture of mounting demands on the relief agencies, one of the most conspicuous features is the plight of communities dependent directly or indirectly on the automobile industry. In seven cities, the unsettled state of this industry is given as the chief cause for local unemployment. In 6 other communities, where the automobile industry holds a secondary place, it is one of the chief factors in the local unemployment situation. Perhaps the outstanding example among the reports received is that of Toledo, Ohio, where the case load this year is 1,218 as compared with 560 last, the number of new cases 559 as against 232 for the two months period in 1928, and the amount spent for relief $4,813 last year and $13,047 this. Unemployment in Toledo is reported due to "the predominance of the automobile industry here. . . . Willys Overland Company, which employed 26,000 men last February, is practically shut down, with only about 3,000 men working. Electric Auto-Lite Company is also practically closed. Other automobile accessory plants are affected." In Rockford, Illinois, "the chief industries are furniture and metal trades, the latter to a great extent dependent upon orders for automobile parts. The furniture industry here is about normal at present, but the metal trades are very slow. . . . We find from authoritative sources that in the metal industries 2,118 men have been laid off since August 1. There are also many men on part time or alternate weeks of work or some such arrangements."

THE Family Service Organization Society of Louisville, Kentucky, reports that it faces "the most serious unemployment in years. . . . A great many plants have shut down or are working only part time. . . . A large automobile-body company is employing about 600 men when it normally employs from 1,500 to 2,000 men. In early October they were employing approximately 3,000 men. A large automobile assemblying plant here has also been practically shut down." In Milwaukee, "Unemployment is fairly generally spread among the many diversified industries in this community with automobile and automobile parts probably hit more than others." The Social Service Bureau of Lansing, Michigan, has no comparable figures at this time but reports that "our case load has undoubtedly increased, chiefly due to employment conditions, and there is a much higher proportion of relief cases. Lansing is an automobile town where employment is always seasonal. Because of general industrial conditions this year, the period of unemployment has been longer than usual. Our three largest factories are the Reo, the Olds and the Motor Wheel. The Reo laid off several hundred men and put many of the rest on part time early in July. The Olds laid off practically everyone except maintenance men about the middle of October and is just beginning to call men back. The Motor Wheel has been on a part-time basis with many men laid off and the rest working from one to three days a week for about ten weeks."

Not all the replies included the question, "What is the outlook for the rest of the winter as your agency sees it?" Of those who did, 38 feel that there are hard months ahead, 10 feel that the situation is improving, and 11 report a "normal" situation. Of the 38 pessimistic answers, 32 are from agencies reporting a heavier case load this year than last, 6 from those reporting a lighter case load. Nine of the agencies reporting an increased case load feel that the situation is improving, and one agency from the second group, agrees. Two of the more burdened agencies regard the outlook as "normal," and nine of the agencies facing fewer demands than they did a year ago feel that their community faces a "usual" winter.

Typical replies to this question are: "Outlook doubtful," (Lansing); "Unemployment to March 15 or April 1" (Cleveland); "Bad" (Syracuse); "Very poor" (Springfield, Massachusetts); "Heavy unemployment, made heavier by two successive years of it" (Yonkers, New York); "In general, the outlook is bad" (Easton, Pennsylvania); "Increasing problem of unemployment—building about over, floaters increasing" (Tuscon, Arizona); "Rather discouraging, since large groups of unskilled (*Continued on page* 489)

Wifely Wizarding

By HERMAN FELDMAN

EFFICIENT budgeting and planning in factories receives its due attention from learned societies, but the skill of women who steer the domestic economy of a whole family on a rigorously limited income is likely to be shamefully overlooked. Financial administration under such conditions, say, of a family income of $20 a week, is a noteworthy tribute to the abilities of a sex which is erroneously connected in the public mind only with rash expenditure. To correct the injustice I cite a true and remarkable instance of the application of scientific management in the home.

The woman, who unfortunately must remain in anonymity, is married to a man whose earnings have always been very low. By actual count he has averaged $21.05 weekly for the past twelve months. The family consists of the two parents and three children, yet it has successfully taken care of its larger needs during this period without being one cent in debt.

In looking over the itemized budget we learn, in the first place, that the family is healthy and well nourished on an allowance of $8 per week. By contracting for a definite amount, this financial economist secures 10 pounds of meat per week, for which she pays 25 cents per pound. With like acumen she purchased a 10-pound goose for Christmas for $2.50. Instead of buying potatoes by the pound, ten bushels were secured early in the fall for $7 and appropriately embalmed for protection. Two quarts of milk a day at 12 cents, two pounds of butter a week, some vegetables raised in a small garden constituted other items in which economies were secured. It is confessed, however, that the husband is occasionally sent out to get dandelion greens.

Rent, so large an item elsewhere, is $6 a week and fuel an average of $1. Food, rent and fuel thus account for $15, or five-sevenths of the total budget. The remaining $6 obtains clothes and incidentals. The normal hazards of illness are covered by an insurance policy at $4 per month, which has taken care of all cases, including that of confinement. The man is not in debt for any previous period in his married life.

Perhaps this is due to feminine intuition. To be accurate, however, it must be stated that the financial wizard of this family is a graduate of Smith College and a registered nurse. The basis of such an experience on $21.05 a week suggests a planning technique, purchasing, stores control, and financial management well deserving more detailed investigation.

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Shall We Dismember the Child?

By LILLIAN D. WALD

PERHAPS Solomon the Wise had specialists in mind when he tested the love for a child by the unwillingness to have it dismembered. Certainly the studies of the specialists themselves constantly are showing that to understand fully the kinds of trouble into which people fall —sickness, poverty, difficulties in home or job—we need to know all the factors that affect their lives. This understanding is especially imperative in the case of children who necessarily are governed to a far greater degree than adults by conditions about them over which they have no control.

For this reason there is ground for rejoicing among friends of the federal Children's Bureau that President Hoover has set his seal of approval on one of its major activities in public health in his annual message to Congress —the activities administered by the bureau under funds available through the Sheppard-Towner Act to promote the welfare and hygiene of maternity and infancy. The President recommends that the purpose of the act be continued under the Children's Bureau for a limited period. We hope that Congress will speedily enact the necessary legislation.

On the broad question of the bureau's continuing place in federal health work there was interesting testimony at a hearing held in February, 1927, on a bill to provide coordination of public health activities of the government, when the surgeon-general, Dr. Hugh S. Cumming, pointed out that it "would be unfortunate if the President or anybody should attempt to transfer to the Public Health Service all the medical activities of the government. . . . A few of them might be, but others are inseparably connected with the major activities in their respective bureaus," and he cited the Children's Bureau as an instance of these latter. Yet the friends of the bureau find some reason for misgiving in Mr. Hoover's message, which raises the fear of a reorganization of the government departments in which federal activities in public health might possibly be taken from the various services and bureaus to which they now are delegated and grouped under an assistant secretary.

IN common with many friends and admirers of the Children's Bureau, I believe that the interests that we have most deeply at heart—the development of children as healthy, happy, well-educated and self-supporting citizens—can best be served by the present plan of organization. Despite relatively meager limits in budget, the bureau has shown its efficiency in considering the child as a whole and very human being, not merely as an actual or potential victim of malaria or hookworm, or of the many other adverse social conditions which can be considered *en masse*. Of course at any time the Children's Bureau should continue to work, as it always has worked, in the closest cooperation with the various special services, standing behind the social measures which they find efficacious and relaying their aid to parents.

Those who attended the White House Conference called by President Roosevelt more than twenty years ago will recall that one of the most important recommendations of that conference and the one promptly and enthusiastically approved by the President, was that there should be created in the national government a bureau which should consider the interrelated problems of childhood—child health, dependency, neglect, delinquency, child labor—"the general welfare of all the children of all the people."

The Children's Bureau was therefore created by Act of Congress in 1912. "The said bureau," says the act, "shall investigate and report . . . upon all matters pertaining to the welfare of children and of child life among all classes of our people, and shall especially investigate the questions of infant mortality, the birth-rate, orphanage, juvenile courts, desertion, dangerous occupations, accidents and diseases of children, employment, legislation affecting children in the several states and territories."

During the past seventeen years the bureau has rolled up an impressive record of research, education, legislative and administrative achievement in these many fields. But its outstanding contribution has been the test of a unified approach to the problems of childhood. The staff of physicians, scientists, lawyers, psychologists, and statisticians have studied together the problems of child welfare and have fully demonstrated the effectiveness of a single agency dealing with childhood as a whole to bring home to the individual community and the individual parent the results of its scientific research. Our Children's Bureau remains unique in the combination of scientific research and popular publication.

ITS studies on family income and infant mortality reveal the forces moving through whole communities, family by family, determining how many babies will have a chance to live. Its research into children in the street trades show why children are at work, what that work means in terms of their health and progress in school, how a community may set and hold standards for the development of children. The studies of juvenile and domestic relations courts disclose in the broadest outlines the factors of family and community which seem to work toward delinquency.

In all of these and dozens of similar spheres, it is essential that knowledge available on all aspects of a child's and a community's life be centered and interpreted if we are to attack the problems of the present in a sure and intelligent fashion. This is just the approach of the newer educational currents in the universities, such as the Institute of Human Relations at Yale for the study of man in his entirety. It is the approach that the settlements have tested for years in considering their neighbors not only as collective groups but also as individuals—and for both individual and group, life is made up by the related power of all the forces that give it strength and beauty—health, recreation, music, employment, vocational guidance, advice in trouble, education.

To many of us this approach seems so wholly wise and necessary that we should consider with great disquietude any plan for governmental reorganization that threatens the unity of the Children's Bureau, wherein as a government and as workers in many fields we pool our knowledge, love and efforts for all the children of America.

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The Cellular City—Why It Is Coming

By CLARENCE ARTHUR PERRY

SPECIALIZED districts in cities have long been recognized. To a New Yorker, the financial center, the theater district, and the retail shopping district are localities as distinctive as Central Park. Every city, small or large, contains areas of concentrated business or industry, as well as sections devoted to dwelling purposes. But all these areas have indefinite, irregular boundaries. In cities of the future this will not be the case. Not only will there be specialized residential districts, but each will be a walled cell, enclosing a standard set of institutions and services necessary for the population living within its confines. These cells will constitute "neighborhood units," as they are appropriately called in the reports of the Regional Plan of New York and Its Environs.

Obviously we are in the realm of prophecy and of radical prophecy at that. Will this dream come true? Let us admit at once that our hope is based solely upon the continued operation of certain human desires and the forms of expression they seem likely to continue to take in view of existing social and economic conditions. A brief exposition of these forces is the purpose of this article. But first a word about the "cell" itself, and its advantages.

The neighborhood unit is designed for families with children—a group for which mere housing is not enough. It is not designed for childless housekeeping groups to whom the outdoor environment is not essential. Whether bachelor or superannuated, such groups can continue to live as now, in hotels or apartments, located in the chinks between the specialized districts.

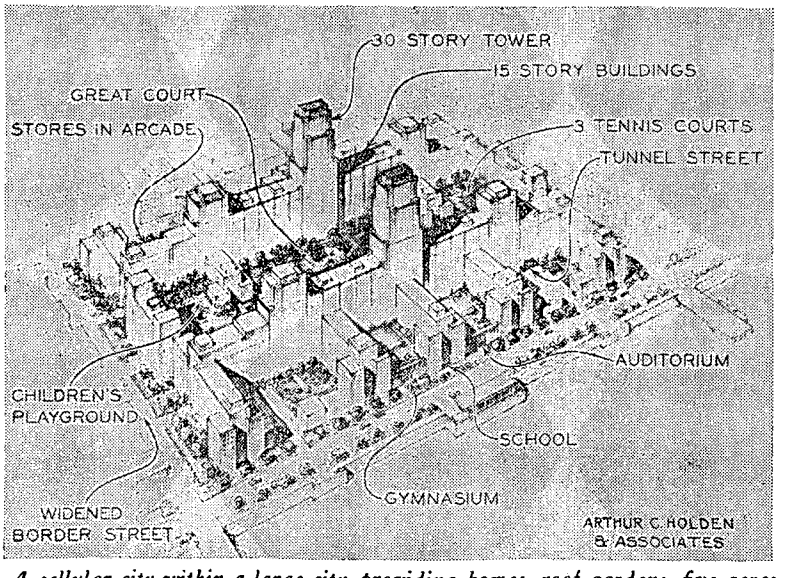
Strangely enough, it is the automobile—that symbol of modern mobility—which is bringing about the building of the "walls" of this cell. City after city is now duplicating the procedure of Grand Rapids, Michigan, criss-crossing its map—and progressively its actual terrain—with new or widened main highways. The interstitial spaces in these cities are becoming islands, so to speak, surrounded by streams of raging traffic. And this street channeling is going to affect the safety and convenience of the family. Must the mother and children cross these new express highways and be exposed to the accompanying dangers to reach the school, the playground and the grocery? It is precisely this situation that suggests the residential cell and indicates what its size and main contents should be.

Street safety plainly demands that each island correspond in size to the boundaries of an elementary school district, containing its own playground and retail shopping district. The shops, since main highways are their natural habitat, should be located on the boundary highways, at the corners or transit points where Mr. Resident takes the trolley or subway to his daily work. Naturally, the school should have a central site; preferably it should face a common, around which are grouped a church or two, as well as a branch library or a community building. Then the neighborhood has its own civic center. Auxiliary to the school-yard, there should be provided several play fields and small parks, distributed in such a way as to take the best advantage of the topography. Short, winding, frequently interrupted, internal streets, facilitating passage to the center and the shopping district but discouraging *through* traffic, with wide express highways as boundaries—such a circulation system would promote safety and convenience.

THIS, in broad strokes, is the "neighborhood unit"—a cell whose walls are both barriers and passages. Territorially, it varies with housing density. In the suburbs a tract of a hundred and sixty acres is a suitable size; in the rebuilt, down-town section a unit could be erected on four city blocks. In any case the dimensions are elastic.

Granting that such a residential cell is desirable, will it develop according to the rules set down? Crude, incomplete examples which already exist indicate that such a development is taking place and can be further stimulated. Many school districts in cities throughout the country exhibit its main features. Through proper zoning, the neighborhood characteristics can long be preserved. Again, many a large real-estate development is, in its early days, a genuine community. By erecting markers to make their boundaries visible to themselves and to the public—before the tide of adjacent construction had swept them away—the citizens of such districts can preserve their settlement individuality. If public attention were directed at the unfortunate results of violating the integrity of such areas, many express highways now being laid down would — and should — be made to coincide with school district boundaries. If for physical reasons the highway can not be readjusted, then the school boundaries should be moved, so as to keep the neighborhood intact.

Obviously, an opportunity for realizing the unit scheme in its entirety is afforded only in the case of large developments. Yet most of the construction operations throughout the country affect compara-



A cellular city within a large city, providing homes, roof gardens, five acres of play space, stores, school, and so on for 1,000 families—and all without crossing a congested motor highway

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tively small plots. Here, then, is the real problem. How can a score or more of individual builders be persuaded to adapt their varied developments to the requirements of the neighborhood pattern? An instrumentality to meet this difficulty has already been devised. The state of New York offers a pattern in its own planning law authorizing the establishment of municipal planning boards with jurisdiction over the regulation of planning. In the exercise of this power, such boards are in a position to mold new developments into forms which will closely approximate the neighborhood unit. The matter is set forth in detail in the volume on Neighborhood and Community Planning recently issued by the Regional Plan of New York and Its Environs.

BUT will cities appoint planning boards, and will these boards undertake to perpetuate the neighborhood pattern? Fortunately there are two sources of public irritation which for a long time will exert pressure in that direction. In the first place, municipal zoning, though productive of great benefits, often is unable to protect residential areas from business blight, due to the fact that zoning usually operates to preserve conditions which existed at the time it was laid down—conditions usually defective in the first instance. Therefore, to be most effective, zoning should be carried on concurrently with planning, and such co-ordination can generally be achieved only under the direction of a municipal planning body.

Secondly, pressure toward public regulation of land development will undoubtedly come from growing concern over the increasing mortality due to street accidents. During August, 1929, the reported automobile fatalities in the United States averaged 91 persons a day—a rate of over 33,000 in a year. As The New York World commented, had that number been killed in battle, we should set apart a day of national mourning. Since it is only the toll taken by the familiar motor car, we do little or nothing about it. Probably our inaction is due largely to ignorance of really effective remedies. But now that in the residential cell scheme there has been devised a method of street specialization in the interest of both pedestrian and motorist, it seems likely that public sentiment will increasingly urge its application in all cases where physical conditions are favorable.

THE future of the unit scheme depends to the greatest extent upon the attitude of the large-scale developer. From his point of view there are two reasons greatly in favor of its adoption. In the first place, by using this scheme he can save money. Robert Whitten, in an economic study for the Regional Plan of New York, shows that paving and other street utilities in a 160-acre neighborhood unit can be provided at a cost over $400,000 less than would be required in the case of the same tract laid out in the traditional gridiron fashion. Again, the unit scheme enables the developer to offer prospective buyers a finer quality of living environment. The tract planned by Mr. Whitten likewise illustrates this, containing as it does seventeen acres of small parks and playing fields, an ample and coveniently placed shopping center, a safe and attractive net-work of internal streets, and various landscape features of unusual charm.

A practical demonstration of the unit scheme is Radburn, New Jersey, the new development of the City Housing Corporation. Incorporating many of the unit principles, Radburn is meeting with an unusual degree of public approbation. Because of the intrinsic virtues of the super-block scheme which Messers. Stein and Wright have devised there, as well as because of the magnitude of the undertaking, the corporation is able to set aside approximately 15 per cent of the land in protected and planned open spaces, while at the same time offering its stockholders an assured income.

Farsighted realtors throughout the country have announced their belief in the commercial value of dedicating play space in new subdivisions, in those cases where adequate administration and supervision of the dedicated playgrounds are assured. Such support for public play facilities, in the form of tax levies or of voluntary management by the benefitted group, is not difficult to obtain provided the facilities themselves are efficiently related to their localities. Hence the dual importance of securing the proper arrangement. In size they should be adjusted to the population which will use them. In location they must be accessible without undue menace from street traffic. If dependent upon local support, they must be situated in the midst of a citizenry sufficiently homogeneous to play together and join in cooperative undertakings. Again many difficulties arise which can be met by the developer of a large tract and by the small developer with the assistance of the municipal planning board.

In many large cities a unique opportunity for the application of the residential cell idea is just now arising. Because of street congestion, bankers and brokers—who generally live "uptown" or in the suburbs—are beginning to feel the "friction of space." Practically all large cities have slum districts bordering on the downtown business and financial center. Developers are already planning the purchase of large plots in these deteriorated areas as the sites of splendid apartments, so that the financiers can walk to work. But how can the banker's family be induced to live in the "slums"? Replan the environment? Yes, but how?

A SUGGESTIVE solution of this problem has been prepared by Arthur C. Holden and Associates, in consultation with the Regional Plan of New York and Its Environs. As indicated in the accompanying illustration, it provides in a single comprehensive development accommodations for one thousand families, together with most of the services and facilities for the obtaining of which in the ordinary apartment, it is necessary to sally out into the congested street. Sunlight and air, so frequently despoiled by adjacent buildings, are preserved forever. Though only a sample, this plan amply suggests some of the extraordinary environmental gains which can be achieved through the comprehensive treatment of four or five city blocks.

In the final analysis, however, the question whether or not the residential cell—of some sort or other—will be increasingly used in the process of re-building cities depends mainly upon the continuance of the existing tendency toward specialization and toward family life. Certainly little evidence is needed to support belief in the permanency of the first factor. The constant appropriation of materials and their re-arrangement in an attempt to make them serve some human need in a more efficient way, has without doubt become a fixed habit.

But how about family life? Is it being destroyed by divorce, birth control, jazz, feminism, the revolt of youth—by specialization itself? Admitting that it is changing, that certain of the earlier functions of the home have now disappeared, are not other old functions constantly being strengthened? Take, for instance, matters of entertainment

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and recreation. The phonograph, the radio—and presently television—are all increasing the usefulness of the home. Even the automobile, through its adaption for family parties, promotes domestic grouping. Has there, indeed, ever been a period of greater or more intelligent concern over the welfare of children? Though the world and his wife may be moving into apartments, are they not also complaining of the lack of provision for child-life in such buildings? In response to that demand these structures are slowly taking on a more complex character, tending toward the self-contained unit.

And so we may conclude that the creation of more or less self-sufficient residential districts—neighborhood units in every sense of the word offers the only solution to the intolerable living conditions, which are constantly being developed as a result of the growth and overgrowth of cities.

Hops and Hospitals

A Stenographic Report of an Informal Talk in Behalf of the United Hospital Fund of New York

By GEORGE E. VINCENT

YEARS ago a student at Columbia wrote a thesis which really ought to be published and circulated because he is one of the few examples of a doctor of philosophy who can write English which is intelligible and on a subject which is fascinating. I don't know how this student of economics got the idea, but he wanted to see what the effect of the economic life of the community was on its various activities. He selected a little community in New York State in which the growing of hops (that was a long time ago!) was the underlying industry. That is, the people of the community depended upon this industry.

First of all, over a period of twenty years, he got the prices of hops, and he made what was his fundamental diagram of variation in the prices of hops—one of those graphs which have become so devastatingly familiar to us within recent days, and he used this as the background of every other chart he made.

Then he proceeded to find out all sorts of most amusing things. For example, he had access to the files of a local newspaper. He went over that for the personal allusions and made a graph of trips out of town; you know, those little items—"Mr. and Mrs. Smith have gone to Albany for the week-end, to visit friends," or something of that kind. Then he made a graph of these trips and superimposed this graph upon the varying prices of hops, and there was the most extraordinary parallelism between those two things.

He took up the sending of boys and girls away to school and college and made a graph of that. Then he took up music, the church choirs, the paid choirs, and imposed that on his background. Hops always formed the background and the graphs showed the economic expenditures and activities of the community going up and down in extraordinary parallels, especially in the early years.

Then later something interesting happened. Some of the people got some capital; they became what we call independently well-to-do, so that they did not depend entirely upon the price of hops. In the later years, the last five years of the study, for example, you found that these correspondences were nothing like what they had been before, because even when hops went down there were some people who had interests of another kind, and they were able to go out of town even though hops went down. But, in the early years, the correspondences were very interesting and significant.

Then he examined the amount spent for charity, and here there was a delightful anomaly—they always raised more for charity in the years when it wasn't needed than they did in the years when it was. It proved what has long been suspected, that charity is to some degree a form of sentimental personal indulgence in expenditure. In other words, when you have plenty, being charitable is just like any other expenditure; it gives you a sort of pleasure. "Certainly, I will write you a check for that; *certainly,* very glad to!"

Now, the real test of people's characters, their interest and their social responsibility comes when giving is going to be a little hard, is going to mean looking over a budget that has become a little constricted, and where there must be a choice not between making this contribution and investing a little less this year, but between making this contribution and spending less in certain other ways.

During these times when we are getting so many reassuring bulletins from our businessmen—they are the only things that have really frightened me—I think we ought to be just as steady as possible. If we have been contemplating a little expenditure of a luxurious character, let's see if we can't go on with most of it anyhow. There are a lot of people who have been mixed up with these things and they didn't have very much warning. For us suddenly to say, "Oh, no, we are not going to have anything more to do with you; we supported you, but now we are going to stop," won't do.

THAT isn't quite playing the game. For the people who aren't in distress, who still have a little difference between income and expenditure on the right side and who recognize obligations to the community, this is the time to keep steady with regard to all the expenditures of our lives; especially to keep steady and loyal and devoted to fundamental and important community things, because this is the very time when, if we are not wholly misinterpreting the situation, the need of people for the welfare services is likely to be increased a little rather than diminished.

A time of crisis is just the time when the right sort of people with imagination and will-power and self-control and capacity to steady themselves in a situation, are going ahead to do the right thing, the socially loyal thing, the thing that a real analysis of social need calls for.

Here is a splendid opportunity, it seems to me, to test successfully one of the finest characteristics of our country, namely, the sense of team-play in a community, the loyalty to a common enterprise to which people have committed themselves, an enterprise which represents a very genuine, enduring and fundamental need of the community.

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Serfs, Troubadours & Spelling-Books

By MARY D. EDMONDS

Drawings by Maxine Maxson

THE children called it "our play," but it was really a voyage of discovery. The playmakers were pupils in one of New York City's progressive schools, ranging in age from ten to twelve years. Their play was based on their class study of the history and literature of the middle ages. Through it, they voyaged far beyond textbook dates and dynasties, to discover the people who lived in the castles, monasteries, towns and peasant huts of mediaeval France. This meant real historical understanding, everyday knowledge of what people of another age played and ate and wore and sang and read and feared and loved, and at the same time, a sense of the evolution of modern institutions and attitudes. The playmaking increased the children's skill in academic school subjects. Finally, it was a means toward better human understanding of one another and more effective group cooperation, and that, to many of us, is the highest goal of the "new" education.

The play began in the library period, held several times a week, in which the group supplemented class discussion with stories based on mediaeval materials. One of the girls brought Gabriel and The Hour Book by Evaleen Stein (Macmillan) from the library to read aloud in class. The book gave fascinating glimpses of life and customs in the France of that time, just enough to make the children want to know more.

As they listened to the story they began to see a mediaeval play unfolding, and before the last chapter was reached, they were trying out parts and organizing appropriate scenes.

We blocked out the play roughly in three divisions: scenes in the cottage of the peasants; scenes in the monastery; and scenes in the castle. We built the dialogue in several ways. A few things, like the letter from King Louis and the prayer of Gabriel we took bodily from the book; some scenes the children worked on at home and then tried out in class for criticism and remaking; much of the dialogue they made up as the action proceeded and I wrote down what they said. This last was how most of the play took final form.

While the plot of the book was easy to convert into a play, there were difficulties when stage business and conversation had to be added for dramatic emphasis. For instance, what should the peasant children be doing when the curtain went up on the second act? What would 16th century children really be doing under the circumstances? What kind of games did grown-ups like? What work did they do? And what kind of clothes did they wear?

We got into real labor problems when we came to the scene where the yeoman drags the children's father off to prison. The authors made the father in the play (who happened to be a very slow moving, inarticulate child) cowed and hopeless under this injustice, but had the mother (a weighty young person) attempt desperate argument with the yeoman. Some questioned the plausibility of this, but were silenced by Lane:

Janice made the troubadour's song

"Of course most of the serfs wouldn't have thought of defying a yeoman or a lord, but every once in awhile one did. Look at Wat Tyler. And this mother was probably thinking how the children would starve without the father and it scared her so she just burst out."

Some other knotty problems were solved with shouts of triumph when sources were located listing the actual wares peddlers sold, the cries they used, and describing the coinage of the time. Sometimes adults stepped in, but most of the hunting was done by the children.

About the third week of rehearsing, after the playmakers had discovered how well their parts fitted them (in reality how well they understood the characters and situations) we mimeographed the play to date, and began work on the action. This took much concentration and analysis, and brought out amazing possibilities in many of the children. Here was Martin, that aloof, restless, irresponsible one, turning out to be the one who understood the finest turn of a phrase, the least breath of difference in meaning between lines. "He can make his voice do exactly what he wants it to." He gave up his shop period to go over and over that dramatic scene where Brother Stephen defies the Abbot in the spirited language of Marge's appeal. And Elizabeth Ann as Brother Stephen—through the combined efforts of eight in the class—gave back argument for argument until the hair-raising moment when the Abbot thundered his condemnation and the ban of Holy Church upon the rebellious monk. That was the moment after which (at the first finished rehearsal before the class) the children burst

"Nobody could possibly lend us an Hour Book, so we'll have to make one"

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into applause for the power and validity of Martin's achievement.

There was Reg, whose whimsical sense of humor never reached the class because of his barely audible voice. As the Page, the necessity of making the audience "get the point of the joke," brought Reg's voice out into the open, and nobody was more surprised than he to discover its carrying power.

Laura, given to day-dreaming and difficult to draw out, became a gracious, articulate Lady Ann, dependable, keen and discriminating in her character interpretation.

But it was Timothy who performed the Herculean efforts. Timothy, having the best dramatic sense in the group, spelled so badly that the children refused to read his scenes. He tackled this difficulty under so real a pressure that standard tests showed he made eighteen months' progress in those weeks.

So with the others: there was not one child in the class who came out of the play the man he went in. Each was conscious of a growth, though this consciousness was only apparent in the confidence with which they tackled new problems, in the concentration with which they stuck to jobs until they finished them, in the added respect shown different children through the discovery of their deeper and more interesting personalities.

As to the material achievements in connection with the playmaking, the most beautiful and lasting record was an Hour Book, bound in tooled leather, the pages of which were illuminated on parchment paper by the children. "Nobody could possibly lend us an Hour Book, so we'll have to make one."

Mediaeval windows on the door leading to the fire-escape

Then there was the decoration, done in the style of the mediaeval stained glass windows, on the glass door leading to the fire-escape balcony. But instead of haloed saints and angels, appeared Lady Ann and the good monks, her trouveres and troubadours, not forgetting at the top of the doorway, the porcupine and crown, symbol of King Louis XII himself. All this was painted in aniline dyes on Japanese paper through which the light brought out the blue, green, orange and crimson in tones suggesting stained glass.

In this connection we journeyed to Louis Tiffany's Studios to see his famous glass and copies of two rare old windows. The venerable artist happened to be there when we arrived and he introduced the children en masse to some of his visiting friends, saying, "These are our APPRENTICES!!"

Another trip we took was to the Cloisters, a re-setting of a 12th century French monastery. One "rough-neck" boy walked through the chapel, through the Cloisters, out into the little perennial garden—and then I saw him going off by himself to sit on a stone bench, gazing off into the delicate vistas through the trees on the soft green grass of the close. Later he said to me, "You know, there was something those old monks had, living in places like this."

We took many other excursions in quest of concrete material or atmosphere, but I will cite only two more: one to the Metropolitan Art Museum to see the armour and the armourer's shop, and one to the public library to see the exhibit of bookmaking in a modern publishing house.

By this time the children began to show specialized interests. If any question about the government of the time arose, Bert was consulted.

"Ask Madelon if you want to know anything about what the ladies did in castles. She's found some swell books about that."

Of course the person to ferret out a song for the minstrel to sing in the court scene, or for the page to learn, was Janice, who made up a tune to go with the words of a troubadour's song that she unearthed.

In this way the children became authorities in their own field of interest according to their abilities, and by the end of the year each child had collected enough material to write his own book, "with illustrations by the author," and to bind it by hand in the modern way. This careful labor of many weeks gave them some idea of the painstaking effort of Brother Stephen and his apprentices, copying page after illuminated page.

But to go back to the play. It was given before several audiences: parents; children who were going to study this period, later; children who had studied it before.

There was real satisfaction to the actors, for they had completed a good piece of team work and had the added thrill of pleasing other people with it, "in their best manner."

Then they marched on to explore other worlds, which they had glimpsed as they made their play.

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Miss Case-Worker Goes Scientific

By HAZEL NEWTON

A CRISP, clear day in September—a crowded city street, taking on, in the sparkling air, a little of the look of adventure in spite of dingy fire escapes and overflowing garbage cans. Down the street comes a girl—trim, eager, business-like—but inside, she is feeling decidedly the spirit of adventure, too, for it is her first day of training as a social case-worker. She is seeking a tiny tenement in the bewildering maze of stores, stairs, backyard entrances and swarming children. And why should she, with her young healthy briskness, be in the midst of this confusion of lives?

Well, fifty years ago her grandmother always had a big kettle of soup simmering on the back of the kitchen stove, and whenever she heard of a neighbor in trouble, she ladled out some into a tin pail and started off to call on the family. She was a practical person, was grandmother, and the soup was usually followed by a more lasting form of help—such as a job for a discouraged father, a rest for a tired mother, a doctor for a sick child.

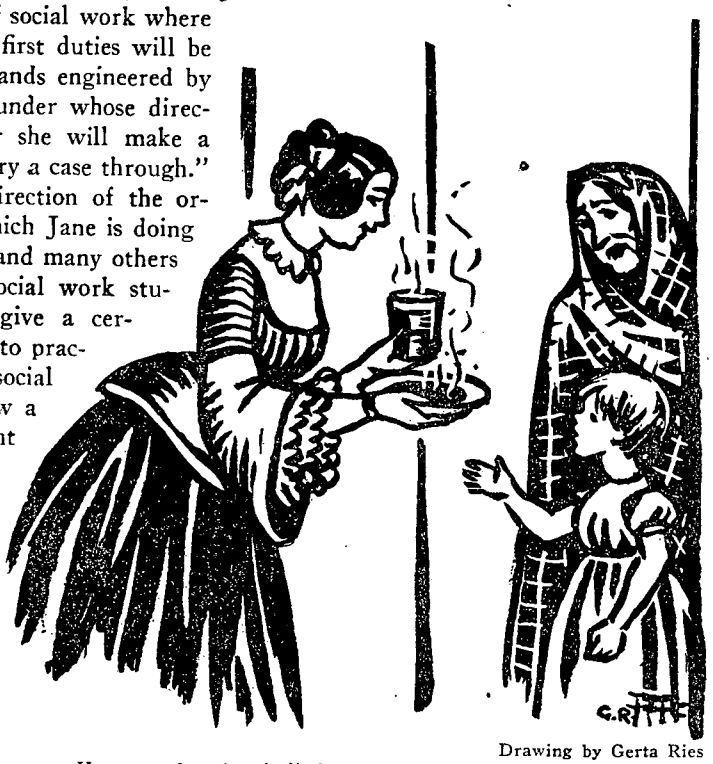
Now, things have changed rapidly in the last fifty years. Thousands of people are living where hundreds lived then. Some of them have come from so far that their language and customs are strange to the land of their adoption. Mechanical inventions have multiplied, so that although life is less laborious, it is more complicated. Social customs, along with the rest, have altered so much that grandmother's kettle of soup is no longer the first aid used by a neighborly soul. For even neighborliness has become complicated; and granddaughter is being trained in ways of modern social service which demands the best of head and of heart.

So it is with the same kindly impulse to help other people which animated her grandmother long ago, that Jane starts forth today from the school of social work where she has just registered. Her first duties will be simple; hardly more than errands engineered by the more experienced person under whose direction Jane is working. Later she will make a "first call," and still later "carry a case through." All this is done under the direction of the organized social agency with which Jane is doing her field work. This agency and many others accept from the schools of social work students who are required to give a certain number of hours a week to practical experience in the art of social work. Or is social work now a profession? This is at present a burning question among social workers—perhaps you can help decide it after reading a description of what Jane must do in addition to her practice work before she is ready for the certificate given by the school for the one year's course, or the degree given for two years.

We assume that Jane is a college girl—perhaps already a graduate, or possibly the social service training comes in her senior year. If she is not college-bred, then she has absorbed so much of grandmother's philosophy and had so much experience in social endeavors that she has been considered a promising person for the field of social work. Anyhow, she has a mind sufficiently well trained so that she enjoys the study group of students, where real problems of human beings are discussed with a leader who comes directly from her own job of dealing, first hand, day after day, with people. She listens, with interest, and probably with searching questions ready to pop out at the first opportunity, to lectures by specialists not only in social work, but in allied fields, such as those of doctor, lawyer, scientist, and business man.

What makes every part of her training so alive and so fascinating is that it all deals practically and vitally with experiences common to every one. In social work, it is not possible to get far away from the human element—theories may be excellent, but when tested out in every day living, they dissolve into thin air unless they leave something to the intangibles which are, after all, among the most important factors for success or failure.

TRAINING for case-work must bear this test, for, after her graduation from the school of social work, Jane is going to take a job as a case-worker. She may get $1,200 a year or even less to start; she will be comparatively lucky if she gets $1,500 and exceedingly lucky if she should get $1,800. In 1925, according to the most extensive survey of social salaries now available, the median salary for all staff workers, young and old, was $1,561. Jane is likely to go into a big city, noisy and dirty but with hospitals and specialized social agencies; some 80 per cent of all American social workers are doing their jobs in cities of 100,000 population or larger. Or she may join the pioneering minority in the country, where there is peace and beauty but also a lack of such aids as medical care or trade schools.



Drawing by Gerta Ries

Her grandmother ladled out soup to a needy neighbor

In city or country her training will be constantly applied. Perhaps she will take a specialized job, such as hospital social work. This will mean that part of the day is spent in hospital clinics, part in the homes of the patients, interpreting the doctor's instructions as to pills, jobs and the like and helping to make it possible to carry out these instructions. Her own initiative will be needed often to

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get around the difficulties for which there can be no rule. Of this she can be sure, the solution will depend in large measure on her understanding and ingenuity.

If she takes a position with a child welfare agency, again her ingenuity may make all the difference in the world to the happiness of a child in a foster home, or a refractory youngster who wants too many movies instead of outdoor exercise.

The family case-worker's job gives her opportunities for a program as varied as the personalities and problems of the people whom she is trying to help. The beloved dean of case-work, Mary E. Richmond, defined it as "those processes which develop personality through adjustments, consciously effected, individual by individual, between men and their environment." One day may be spent in visits to home, court, school or employer on behalf of a mother deserted by her husband. The next may be in the office, giving grocery orders to one person, arranging for transportation to a clinic for another, and untangling, from the incoherent story of a third, the essential facts on which to base her future plans for help.

BETWEEN the days of fifty years ago and today, there was a period when red tape was a symbol, to the public, of organized social work. That was when people had not caught up with the mechanical devices being invented so rapidly. They became entangled in the methods of their social efforts—losing sight, a little, of the spirit. In attempting to bring order out of chaos, they went too far and made the very necessary framework of facts and data show through their endeavors. Now Jane and her kind have a better sense of proportion, and names, dates and histories are seen as essential but subordinate to a real concern in the success or failure, hopes, aspirations, and discouragements of the human beings the case workers are meeting each day as a part of their routine.

The case-worker of today, even in the midst of a busy office, must learn to acquire the habit of reflecting upon her daily experiences. Thus, she is constantly questioning her methods, turning them over in her own mind to learn whether she has used the kindest, the wisest, the fairest means of presenting advantages and disadvantages of a plan to help her clients lighten their troubles.

IN "going scientific" in the years since Jane's grandmother and her kettle of soup, social work has achieved much. Social case-workers are realizing more and more that there is such a thing as putting too much of one's own prejudices, sentiments, loves and hates, into one's job. They are realizing that the greatest thing one person can do for another is to help that other to find himelf, not only to dream his plans, but to carry them through in accordance with his own possibilities, until he becomes a happy and well-adjusted individual—a credit to his community and to himself. All along the way in this process which writes itself down so easily and which really is so long and hard, the social case-worker helps in such things as finding jobs and giving financial aid, to be sure, but also—else she is of the substance only, and has forgotten the spirit—by advice, encouragement and wisely sympathetic understanding. Is it any wonder, then, that the new spirit in social work which recognizes and respects individuality makes it seem nearer than ever, not to the Lady Bountiful ideal, but to that other and better one of loving one's neighbor as oneself?

What Case Work Means

COMPLETE, utter bewilderment had caught Joseph S. and overwhelmed him. He stumbled into our downtown office to pour out his story. He was young. An eloquent little man with an odd but expressive face.

He was sick. He thought he was going to die. He had had to stop work two months before because the fumes in the shop made him dizzy and he could not move the heavy crates. Till now he had coaxed the landlord to wait for the rent but soon they'd be on the streets.

Now there was no food. His wife and little Thornton were sitting at home waiting for his news. He went out nearly every day—whenever he was well enough to escape the sight of their unavailing patience—and every evening he came back, heartsick. He sat for hours by that dirty, grey river near his home, wondering . . . wondering . . . watching it ebb.

Could the C. O. S. help a man "on the ebb?"

We could—and the first and perhaps the most important help Joseph had from us he got in that first talk: an interest in him as a person. Slowly, not to be fooled, he let himself realize our assurance.

Quickly we had him examined in a hospital. Joseph has heart trouble. He must do only light work.

The C. O. S. visitor wondered, on the way down to Joseph's home off the Bowery, how she could help him take this news. She realized she'd have to know and understand the little man better to decide this. And as the "L" wheels rumbled along beneath her, she found herself speculating about what the heyday of Joseph's life had been. Wasn't it in *South Wind* she had read: "Poverty is like rain. It drops down ceaselessly, disintegrating the finer tissues of man, his recent, delicate adjustments, and leaving nothing but the bleak and gaunt framework. A poor man is a wintry-tree—alive, but stripped of its shining splendor."

From the beginning, Joseph helped by his frankness in sharing with the C. O. S. visitor the story of his life, and his feeling about it. A child born into a well-to-do family in a country where blood counts and imposes dignity and standards—yet deprived by his stepfather of his natural place and affection in the home.

A boy graduating with credit from sixteen years schooling, ready for the university and a career—but drafted for compulsory military training. A soldier, looking forward still to his release, held in the army through the four years of the World War.

A young married man, coming to America for a fresh opportunity, learning the language, becoming a citizen, earning his position as foreman in the factory, moving to a better home, planning good things for his boy—and now this breakdown. A person to whom life had always promised more than it had fulfilled.

To give Joseph a perspective rather than just paying his rent and getting him to take the prescribed medicine, the C. O. S. visitor knew to be her task.

It would not help him to have her pretend that everything was going to be rosy and perfect. But neither should she over-sympathize and over-relieve and thus encourage him to accept invalidism and dependency.

The intolerable weight of his family's want has been lifted. The overwhelming uncertainty of ill health and vague pains is reduced to a known condition with which Joseph can cope. He is planning with us to learn a new trade. He agrees that his wife's pride in the few dollars she can earn is more honest than his, which resented her working.

The new Joseph has this and that to attend to, in preparation for work, or by the doctor's orders. There is a regained practicality in his outlook, a sturdy realism, a sense of proportion not easily shaken. He has no time to sit by the river—wondering.—*Molly Day Thacher* in the Bulletin of the New York Charity Organization Society.

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Naumkeag's Story

MILLS shut down, armed conflict, eviction, hunger—this is the current story in Southern textile centers, where management and men are engaged in costly warfare over the right of workers to organize. From the Naumkeag cotton mills in Salem, Massachusetts, makers of Pequot sheeting, comes another kind of textile story which has unique importance in American industrial history. This is the story of how a trade union, a local of the United Textile Workers, affiliated with the American Federation of Labor, summoned engineering skill to cut down mill costs and speed up production. Through the plan initiated by this union, the Naumkeag mill is assisted in meeting sharp competition in a highly competitive market, at a time when most cotton textile concerns are losing money, and in continuing technical research into waste elimination and working conditions. Further, the union has raised the issue of safeguarding the future demand for the mill's product. Each side is frankly working in its own interest, a fact that lends a certain vigor to union-management relations in Naumkeag.

The story was told at the recent annual meeting of the Taylor Society by J. Foster Smith, agent of the Naumkeag Steam Cotton Company, John P. O'Connell, secretary and business agent of the local union, and Francis Goodell, the engineer who is directing the joint research job. These three papers will be published in full in an early issue of the Taylor Society Bulletin. Here it is possible only to summarize some of the high spots of the story.

ESTABLISHED more than ninety years ago, the Naumkeag was one of the first mills to use the new fuel, coal, instead of water-power to turn its wheels. The original employes were mainly Yankees—residents of Salem, or girls from farms roundabout. Later, these were replaced by successive immigrations of Irish, French-Canadian and Polish workers. At the present time, the mill and bleachery employ about 2,500 hands.

For eighty years Naumkeag had no serious labor difficulties. In 1918, it experienced its first strike, involving 300 skilled workers. A local of the United Textile Workers was organized and within five days the workers went back, agreeing to submit the entire controversy to the Massachusetts State Board of Arbitration. By the fall of 1919, three-fourth of the workers were organized. Following a seven-weeks strike, management and union leaders agreed upon: recognition of the union, collective bargaining, a system of dues collection within the mill, establishment of a shop committee and foremen conferences to adjust grievances.

About two years ago, representatives of union and management signed an "open covenant," designed on the basis of several years experience in working together to remove as far as possible all causes for future misunderstanding and friction. Under it, both sides pledge themselves to cooperation in the continued and successful operation of the mills. The covenant provides for the settlement of disputes through conference and also sets up a plan for regular monthly meetings between management and representatives of the union. The agreement provides checks and balances, but preserves the right to collective decision by either party.

In the fall of 1928, union and management found themselves face to face with the necessity for a general cost-reduction program. The management suggested a rearrangement of work in every department which, it held, would result in marked economy, but which also meant a radical cut in the working force together with an increase in wages.

The union representatives urged that, before adopting such a scheme, outside engineering skill be called in, to canvass other possibilities of cost cutting. After sending a committee of its membership to confer with Morris L. Cooke of Philadelphia, the union proposed to the management that the necessary economies be worked out on the basis of analytical research, pointing out that "this . . . will supply elemental facts leading to other forms of economy, aid in the selection or rejection of new equipment and, above all, give practice to both parties to our agreement in discussing upon a factual basis matters at issue." The management accepted this proposal.

FRANCIS GOODELL, a management engineer, was retained to make a two weeks' preliminary survey of lay-out, operations and conditions. On the basis of his report to the executive committee Mr. Goodell was last February employed by the company to head up the technical studies suggested by the union, and a committee representing both employer and employes was chosen to cooperate with him "in the prosecution of tests on a factual basis, having in mind the elimination of waste, both of labor and material, and the ultimate reduction of cost." Put in terms of Naumkeag at the present time, Mr. Goodell pointed out to the Taylor Society, this means "to look into the question of extension or stretch-out methods and to determine fair job standards." Through this joint research machinery, fair standards for each operation are being set, and the operatives convinced that the facts, as Mr. O'Connell puts it, are to be "faced" and "used" as well as "found."

The waste-elimination program, as jointly worked out, also includes sales planning, which takes into account "the many powerful changing elements in the field of distribution, chain-store development, the introduction of new basic fabric and the intensive study of product design." The management has pledged itself to the establishment of an unemployment reserve fund, as soon as this can be done on a sound financial basis. In making this suggestion, the union pointed out that "with a competent sales planning function, which is integrated with the other administrative functions of financing, buying, manufacturing and planning labor requirements, such a fund will not be a drain upon the company."

The Naumkeag story is by no means a finished one. But its first chapter—the joint facing by management and union of a difficult situation, a going scheme for the application of technical skill to common problems, a plan which enables employers and employes to substitute intelligent cooperation on production and administration for suspicion and bitter conflict—this is a chapter filled with hope for American industry as well as for this Massachusetts textile center.

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First Aid for Breaking Homes

A Simple Fracture

By G. ELEANOR KIMBLE

NOW that the navy has sailed away the sailor boys, the girls who follow the fleet, and the highschool flappers, dazzled by the uniforms and adventure, have all vanished from the interurban station and the Travelers' Aid worker looks forward to a dull day. The station policeman stops by to tell about the loot they found on the pickpocket he arrested last week; the head waitress confides her worries about her sick baby; the Western Union girl brags of a swell date. A traveler stops to ask which is the best show in town; another wants to know where one can get the cheapest permanent wave; a shabby man comes in from the street to hand the worker a tract on the immorality of elbow sleeves; several middle-aged, unattractive women ask for addresses of safe hotels: the worker begins to wonder if Travelers' Aid, especially in an interurban station, is social work at all.

Amongst the crowds coming up the concourse from the citrus belt train she notices an attractive young woman with a beautiful baby and a heavy bag. Her eyes are red. Apparently she does not expect anyone to meet her and yet she hesitates as if uncertain of her own plans.

The worker is with her in a moment, has the baby cooing in her own arms, and the suitcase beside the T. A. desk. A bit of relief creeps into the anxious face of the young mother. No, there is nothing T. A. can do for her, she can look out for herself, she ought to be able to, she will —choking a bit—and for the baby too. Right now she is going to find an institution where she can place the baby and then she will get a job. Oh, do they know about jobs and places like that at the Travelers' Aid office and is the worker really going out to lunch anyhow so she can show her the way there? She knew there would be a way to manage somehow.

ONCE in the office she resents a bit being asked her name and address but the worker there, too, seems as sympathetic and helpful. She is just twenty years old. Amidst tears the story pours out. Until two years ago she lived in a little town in Iowa. When Dick came to town she forgot her other beaus. He was her ideal. Everyone approved of the marriage and when Dick's company transferred him to Citrus City she willingly left home and friends for the new adventure of married life in a California bungalow. Her husband was so good to her when they knew the baby was coming and he insisted on the most expensive doctor. They have both loved the baby so. Yes, it is absolutely perfect, isn't it, and so big for three months!

No, her husband hasn't died, but he is dead to her forever since last night. He shall never see her or the baby again. He said such terrible things that either one or the other must leave. She didn't sleep all night nor speak to him this morning though she put up his lunch as usual. He needs the house, of course, so she decided that she was the one to leave.

Yes, the thing that made him so angry was a letter he found in a box they were sorting out together. It was from George, who had been crazy about her when they were in highschool. She had never cared about him, but it was her first love letter so she hadn't thrown it away but had forgotten all about it. There was no date, so Dick had jumped to the conclusion that it had just arrived. He had been blind with rage and jealousy and she too hurt and surprised and then too angry to explain a word. He thought she was carrying on a love affair behind his back. He accused her of being untrue to him. He didn't want ever to see her again. Everything was over.

She has never worked, but she will get some kind of a job, and there must be a baby place where she can put Billy right away. At this point Billy lifted up his voice and his tears checked those of his little mother who glanced at the clock and reproached herself for forgetting his dinner hour. While she was nursing him the worker asked how long she thought it would take to wean him. Apparently that was a detail that she had quite overlooked. She had planned to place him that night and go to work tomorrow. She remembers reading something about babies being more likely to die if their mothers didn't nurse them. No she hadn't thought of the danger of contagious diseases in places where many babies were together. Her arms tightened about the baby. But she had to place him tonight, for she had only five dollars and that couldn't last long with the two of them.

SHE left the rest of Dick's pay check so he can hire a housekeeper. She mended all his clothes before she left. Yes, he likes the hot cakes she makes so much, and perhaps the housekeeper won't know how to make them for him. He is so particular.

Probably some time, she supposed, she will have to get a divorce, but of course she would never marry again. No one would ever be like Dick. Oh no, he wouldn't want to get married again—the very idea—What? Suppose she had found a letter from some girl with whom he was in love? Why—with eyes snapping—she would kill him.

Well, yes, after all, perhaps he didn't act so strangely last night. No wonder he was angry. Maybe it was silly not to explain. Oh dear, why did she leave? And he always comes home so hungry at night and always tells her the baby has grown prettier since morning but she is still prettier than the baby, and now tonight there will be no dinner and no baby and no wife. Maybe he'll kill himself. Why didn't she think it all out first?

Oh, is it only two o'clock? Is there time to catch the two-thirty train and be home before he gets there? Hurry, hurry which way is the station? No you don't need to see him. I'll explain. I guess I can manage my own affairs, thank you just the same. Well, yes, I'm glad I didn't find the orphan asylum.

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A Century of English Poor Law

By EDWARD T. DEVINE

THESE two big volumes[1] of more than a thousand pages, aside from appendices and indices, fittingly mark the climax of the career of Sidney Webb as a commoner. What may yet be done by his collaborator, Beatrice Webb, or by Lord Passfield (formerly Mr. Sidney Webb), or by the two of them in collaboration it would be rash to predict. Of what they have done in this history of the English Poor Law from 1834 to 1929, it is difficult to write without a suggestion of extravagance. If, as a French savant remarked, there are two kinds of books: one made out of other books and one out of which other books are made, this history belongs in the latter class. It is not only literature. It is also history. It is not one history among others. It is *the* history

The whole story is told with painstaking accuracy, with a mastery of sources, with abundant documentation, with a steady hold on the continuing and interwoven threads, with judicial fairness, though not without an ironical relish for controversy, with brilliant generalization, and with a positive genius for making the whole century live again in our sympathetic understanding. The story moves. It hangs together. It is literature: a dramatic and absorbing story, with a definite beginning in the agitation which culminated in the famous Poor Law Amendment Act of 1834, creating the unions under Boards of Guardians, and with a natural ending in the Local Government Act of 1929, which swept away the Boards of Guardians and more or less the whole set of ideas for which the guardians as they had functioned since 1834 has stood; or perhaps it is more accurate to say that the act of 1929 signalized the gradual development of a wholly different set of ideas for which the Webbs have coined the phrase—the Framework of Prevention.

NOT that there is no more poverty in England. The Poor Law in England was not designed to prevent poverty. Not that destitution has disappeared. Destitution is defined by the Webbs as "the condition of being without one or other of the necessities of life, in such a way that health and strength, and even vitality, is so impaired as eventually to imperil life itself." This is not merely a physical state but also "a condition of mental degradation;" and so it is held to be correct to say that "destitution is a disease of society itself;" but this is not the disease which the Poor Law has been intended to relieve or prevent.

The Poor Law is intended to deal with and to reduce pauperism. Thomas Walker correctly defined pauperism a hundred years ago as "a state of dependence upon parochial relief." The Webbs quote a vivid passage from Walker illustrating what the reformers of 1834 thought about the "moral pestilence" of pauperism:

> The whole life of a pauper is a lie—his whole study imposition; he lives by appearing not to be able to live; he will throw himself out of work, aggravate disease, get into debt, live in wretchedness, persevere in the most irksome applications, may bring upon himself the incumbrance of a family, for no other purpose than to get his share from the parish.

The principles of the reforms of 1834 were concerned with the prevention of this pauperism, this "moral pestilence," this dependence upon official poor relief. The fundamental idea was that those whose necessities were met by poor relief should never find themselves in as eligible a position, i.e., as comfortable and otherwise as well off, as the poorest among those who live by their earnings. The offer of admission to the workhouse became the test and the deterrent. Logically the workhouse would be empty whenever its success was perfect and pauperism at that stage would be at zero. The English, of course, unlike the French, are never logical.

THE Framework of Prevention of 1929 is concerned with the prevention of destitution, whether it takes the form of pauperism or not. Among its salient features are factory acts, child labor laws, child hygiene, compulsory education, health services, care of the mentally disordered and defective, old age pensions and unemployment insurance. The framework has tended to make the Poor Law superfluous, or at least has greatly restricted the legitimate field of its operations. This framework and the transfer of the responsibility for whatever public assistance is needed from a separate local poor law authority to the County Councils will be tested severely by the staggering burden of distress due to the present widespread and long continued unemployment.

In 1927, Sidney and Beatrice Webb published the seventh volume of their ambitious study of the history of Local Government in England, the first of the three on the Poor Law. That volume on the Old Poor Law is for the student—as academic authorities might say—a prerequisite for the two new volumes. It sketches the rise of the English system from the alms and benevolences of the medieval church, as they prevailed throughout Christendom; the entanglements of the parish, which the authors think were peculiar to Britain; the monastic institutions; the merchant and craft gilds; and the philanthropic activities of the municipalities. In sharp contrast to these charitable activities are placed the ever increasingly severe laws against vagrancy, primarily designed, unlike the almsgiving of the medieval church and the other benevolent institutions, to maintain order, that is the existing order based on "a social hierarchy of rulers and ruled, of landowners and those who belonged on the land."

In view of the intense national isolation of the English Poor Law in the nineteenth century, it is of extraordinary interest to discover how intimate were the relations of its earlier history with the systems, ideas, and reforms of the continent. During the nineteenth century the English Poor Law seems to have moved in a closed circle almost wholly uninfluenced by ideas from abroad, its critics and defenders alike oblivious or indifferent to the fact that similar problems were occupying the attention of statesmen and students in other countries. In the footnotes to the first of the two

[1] THE LAST HUNDRED YEARS, by Sidney and Beatrice Webb. Longmans, Green & Co. 2 Volumes. 1085 pp. Price $14 postpaid of The Survey. Being Vols. VIII and IX of the series by Mr. and Mrs. Webb on English Local Government, published from time to time from 1906 to 1929. Specific references are made in this review to Vol. VII, The Old Poor Law, published in 1927.

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volumes, which brings the story from the Royal Commission of 1832-4 to the Royal Commission of 1905-9, we find references to French and German writers who had studied the English system, but no indication that English writers were reciprocating. To be sure this is the history of the English Poor Law, but it might perhaps have been expected that the Webbs would illuminate their history by comparisons of the state of the poor in England with that of their contemporaries in Europe or the United States or the British dominions. Probably this is only a mute testimony to the general acceptance of the idea in England that pauperism was indigenous, due to local institutions or to local conditions with which those institutions were intended to cope. In the twentieth century again, as in the sixteenth, the international mind awakens to the fact that the causes of destitution are encountered in varying degrees in all countries and that we may learn from each other. Of this the references in the second volume of The Last Hundred Years bear evidence.

The Royal Poor Law Commission appointed by the Balfour government in 1905 was a large and representative body embracing in its membership experienced guardians, such able spokesmen for organized charity as Octavia Hill, Mrs. Bernard Bosanquet and Sir Charles Loch, and a small group including George Lansbury and Mrs. Webb to voice the views of Labor and the Fabian Society. Charles Booth was one of the original members. Even with such a brilliant membership, the commission had no such luck as their predecessors of 1834. The earlier reformers swam with the time. Their remedies speedily obtained the sanction of cabinet and parliament. Authority accepted them; and the historical legend has paid them the tribute of a hard bought, well deserved, success. The later commission achieved neither unanimity nor a parliamentary triumph. In many important recommendations the majority and the minority reports agreed; and certainly what was recommended in both reports should have been done. But Lloyd George turned to health insurance; and John Burns could never be convinced that paupers could be better off than under the benign care of his own Local Government Board. Neither Conservative nor Liberal government ever committed itself to either the majority or the minority policies and even the first Labor government of 1924 gave precedence to other issues.

THE report of 1834 might be compared, in the completeness and suddenness of its victory, with that of the New York Tenement House Commission of 1899, whose recommendations, with Governor Roosevelt's support, were immediately written into the laws of the state; and were carried into effect in New York City in their initial years by their authors, and this in the only municipal adminstration of the generation in which such an event would have been conceivable. In both instances, to complete the striking analogy, the history of the entire episode has been securely crystalized in a quasi-official, almost autobiographical, record by the very ones who from their participation in it were best qualified to write it.

No similar analogy presents itself for the fate of the divided reports of the royal commission of which Mrs. Webb was a member. The United States Coal Commission of 1922-3, made a unanimous report, although its members represented perhaps as great a divergence of economic and social philosophy as the Poor Law Commission. The remedial measures which the Coal Commission proposed, like those on which the Poor Law reports agreed, should have been adopted. President Coolidge and Congress ignored them as prime ministers and Parliament ignored the proposals of their commission. Here, however, the similarity ends. In England the reports were only initial incidents in a long and sustained educational propaganda, especially on behalf of the ideas of the minority report; and now after twenty years this effort has shown results, even though the Framework of Prevention is not yet fully perfected and does not, even in its completed parts, wholly correspond to the pattern fashioned by Mrs. Webb and her colleagues in their minority report.

Both of the poor law commissions were of course godsends for the serious student of English local government. The extraordinary influence of Malthus and Bentham in the 30's is described in this history with an acuteness and clarity worthy of high praise. Nassau Senior, the economist who could write, and Edwin Chadwick, "the principal framer of the remedial measures," and "the sole author of one of the most important and difficult portions, the union of parishes," were the two members of the commission to whom largest credit is due. The report, the "most dynamic of all British blue books," was convincing and its principles were dominant throughout the century. The economists and moralists liked them. J. R. M'Culloch, the leading economist of his time, Harriett Martineau and John Stuart Mill were among their expositors and advocates. However, they were not unchallenged. Labor and to some extent the churches disliked them. The London Charity Organisation Society came to be identified with their strict enforcement, and with the idea that the pauper is always readily to be distinguished from the legitimate beneficiary of voluntary charity.

THERE have been excellent books and monographs on the English Poor Law, especially in its relation to voluntary charity. But here, for the first time, we have a systematic account of the unfolding of the philosophy and of the successive changes in the administrative machinery, all critically examined from a single point of view and yet fairly speaking for themselves whether, from that point of view, they are welcome or pernicious. Of course the general verdict is one of sweeping, even if slightly qualified, condemnation of the principles of 1834, both as actually applied, and even as they might have been applied, if, for example, Edwin Chadwick, the snubbed and suppressed secretary of the commission, could have had his way. Destitution cannot be prevented by a Poor Law authority. This is the large lesson which the Webbs would write across the sky.

Still, after the Framework of Prevention has been perfected, after all the responsibilities have been lodged elsewhere which belong elsewhere, after the greatest possible extension of "communistic services" has taken place, there will still be, as the Webbs admit, a modest place for the Poor Law, locally represented henceforth by the Public Assistance Committees authorized by the Local Government Act of 1929. The ancient English right to relief in case of destitution remains unimpaired.

The main thing is that in no case are the activities of the Framework of Prevention to be conceived merely as the relief of the poor. They exclude the idea of "pauper status"; but they embrace education, discipline, and whatever else is needed to prevent, not merely "dependence on parochial relief," but also the lack of "one or other of the necessities of life, in such a way that health and strength, and even vitality, is so impaired as eventually to imperil life itself."

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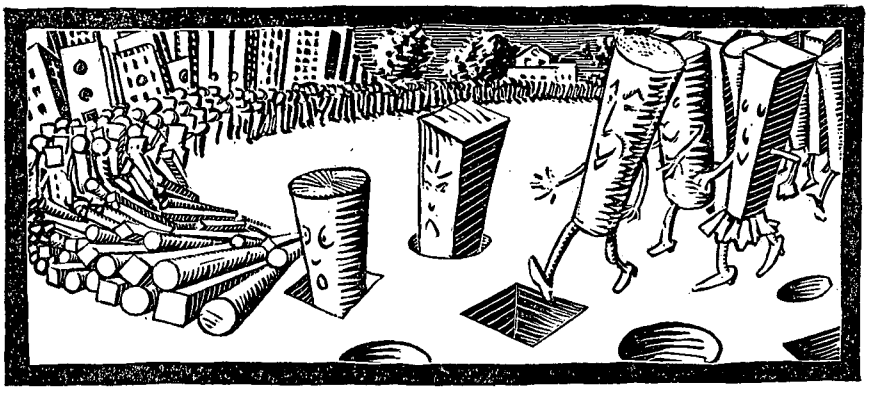

SOCIAL PRACTICE

Shifting the Social Exchange

A MERGER with stock rights in the form of more efficient service to hundreds of social agencies went into effect on January 6 with the start of New York's city-wide social service exchange. The consolidated service, which will be under the direction of Edith Shatto King, at 151 Fifth Avenue, is the result of months of conference and preparation on the part of the Charity Organization Society and the Brooklyn Bureau of Charities, which maintained the two previous services, the Welfare Council, and interested agencies. More than two hundred of the agencies, including all the major ones, have agreed to participate in the new plan, while the Welfare Council has appointed a permanent standing committee on the social service exchange with Solomon Lowenstein as chairman. While service already has begun it will take from three to six months to complete the actual reorganization of the cards; the magnitude of that task can be imagined from the fact that last August, during one of the least difficult months of the year for families in distress and a period of apparent prosperity, ten family service agencies in New York reported a total of 18,000 cases under care, of which 14,000 were rated as "major care."

In Boston the transfer of the social service exchange or "social index" from the Family Welfare Society to the Council of Social Agencies is under consideration. At present the society carries not only the administration, but also all but $2,600 of the exchange's budget of $12,500. The new plan, bringing in a wider cooperation in financing and usefulness, is in line with the development of social exchanges generally. Half of those in this country are now under the direction of a council or community chest.

Putting a Report to Work

HOW a report may be transformed from merely a useful parcel of print to a going plan for social action is the experiment under trial by the Wyoming Valley (Pennsylvania) Welfare Council. The report in question is Leon Stern's The Treatment of Adult Offenders and Children in Luzerne County (see The Survey, November 15, 1929, page 217). The council, which consists of fifty-four public, privately endowed, and community chest organizations, will spend the whole year studying the penal problems it raises, probation, and parole. Two meetings a month are held in Wilkes-Barre, the first addressed by some well-known authority in the special field under consideration, the second devoted to discussion led by Mr. Stern, director of research for the Pennsylvania Committee on Penal Affairs, to consider parts of the report and the ways in which the council might be useful in putting recommendations into effect.

At one of the early meetings the group suggested as the ideal aims in the treatment of offenders:

That our primary aim in dealing with the delinquent is to restore to normal, useful citizenship. This would imply the use of probation wherever feasible and the avoidance of institutional commitment so far as possible.

That those individuals who cannot be immediately restored to society be committed to institutions for training for normal social life. This would involve the use of parole as soon as the individual was deemed fit to be returned to the community.

That those apparently incapable of ever fitting into normal life be incarcerated permanently. This does not mean punishment but the humane care of those incapable of life in society.

"The interesting thing," writes Harry M. Carey, director of the Community Welfare Federation of Wyoming Valley, "is the attention that is being shown by all of the organizations, including character-building agencies, health agencies and the like. Judges of the local bench, the warden of the prison and other officials also are attending these meetings. Some indirect results of the survey and our discussions are already felt. Last week, for the first time in the history of the local jail, the judge authorized an order allowing prisoners to work on one of the local bridges; the domestic relations court is beginning to use the social service exchange.

"We were fearful at first that we would not be able to carry the interest of all the agencies in this subject, which does not directly pertain to the work of many of them. Much to our surprise all the organizations are interested in developing a better probation, parole and penal system."

"Foreigners" and Crime

UNDER the direction of the National Commission on Law Observance and Enforcement research workers will try to ascertain whether an undue proportion of the nation's crime is to be charged to its foreign-born residents or to native Americans of foreign parentage. Edith Abbott, dean of the graduate school of Social Service Administration at the University of Chicago, is in charge.

The statistics assembled by the federal Children's Bureau from sixty-five courts which reported regularly during the year 1928, showed conflicting results as to the relation between juvenile delinquency and foreign birth or parentage, according to the annual report just released by the bureau. General rates of juvenile delinquency vary surprisingly from city to city: New York, for example, reported for boys a rate of 11.6 per 1,000 estimated population of juvenile court age, and the District of Columbia, a corresponding figure of 41.7. Such differences could be explained only by careful local studies, such as cannot be made at the present time with the limited resources at the disposal of the bureau.

Rates for boys are generally far higher than those for girls, while those for Negro children are higher than those reported for white children in the same places. About a quarter of the population served by these courts is foreign-born, but only two per cent of the boys and three per cent of the girls seen in the courts were of foreign birth, a discrepancy doubtless due to the small proportion of the foreign-born white population at juvenile court age. In the second generation—children of foreign-born parents—the experience of different courts varied so widely that generalizations were difficult if not impossible. The bureau is asking for additional assistance to compile, study and evaluate juvenile court statistics, believing that "information in this field is second to none in importance."

A nation-wide study of child delinquency is being undertaken by the National Commission on Law Observance and the White House Conference on Child Protection, under the direction of Miriam Van Waters, who need hardly be introduced to

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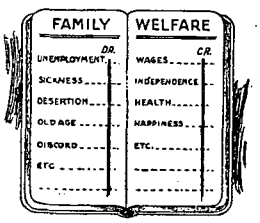
Survey readers as referee of the juvenile court of Los Angeles and president of this year's National Conference of Social Work.

An Institutional Institute

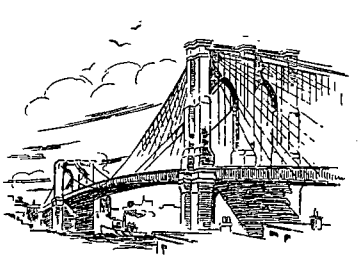
AS a new feature on the program of the New York School for Social Work there will be held February 3-28 an institute for the personnel of child-caring institutions, organized by Leonard W. Mayo of the faculty of the school and the Children's Village, Dobb's Ferry, N. Y. The program will include lectures and discussions by the faculty and institutional leaders, field trips, and assigned reading elucidating such subjects as methods of administration, the "whys" of dependency and delinquency, conduct problems, educational projects and the institution and the community. Application, open to those with "adequate experience," must be made by January 25. For blanks address the school at 105 East 22 St., New York City. The tuition fee is $35, and residence may be arranged at a cost of $50 at an institution within commuting distance of New York. A second similar institute is planned for the summer.

Fifty Years of Bridge-Building

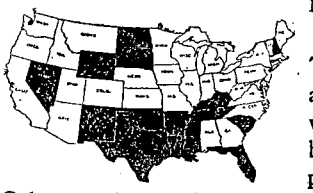
"FROM the City of Anxiety in our midst to the abodes of content and security we build a bridge over which more than 6,600 families passed last year" declares the Brooklyn Bureau of Charities in its fiftieth annual report for the year 1928-1929. Just how many and how various are the cables in the bridge of modern work for family welfare can be seen from the multitude of activities on which the bureau reports: aid in service and money to people who are sick, out of work, unhappy, poor and old; a day nursery for children of wage-earning mothers; a mental hygiene clinic; clinics, summer camps, and educational work to prevent and cure tuberculosis and help people keep well when they cannot afford a family physician; a housing committee which keeps a friendly eye on housing conditions in New York City and last year called the attention of the municipal tenement house department to a quarter of all the violations of housing and sanitary codes reported for the city; a courts committee working for the better administration and housing of the magistrates, municipal, family and children's courts; clubs and classes for blind girls in typewriting, English, dramatics, dancing and singing; treatment and training for the crippled, and the sale of the articles they make, which practically supports this department; placement for the handicapped and the social service exchange, now just consolidated in a city-wide service (see page 470). It would take a thriving city to house the 35,000 people who were under the bureau's care, and for whom its staff carried on some 74,000 patients, unhurried visits and interviews; a still larger city to include the 100,000 or more who received health instruction through lectures and motion pictures.



It was twenty-five years ago, when family after family came to the bureau disabled by tuberculosis that its committee for the study and prevention of that disease was organized. From 1905 to 1930 the tuberculosis rate in Brooklyn dropped from 200 per 100,000 of population to 65, and though this work must continue, other new needs are pressing in. The bureau reports that for the past two winters its work has been carried on under great difficulty because of unemployment; that the industrial growth of Brooklyn is bringing in so vast a migration from Manhattan that in one district the case load practically doubled in the past year; and that during the past year it has had a special interest and problem in aiding the aged in their own homes and joining with other family agencies to promote a state commission to study this subject. In the Red Hook district the bureau has found it possible to do much more thorough work with less effort because the office has a place in a "department store of social service," a health center, which brings together under one roof most of the social agencies working in that section.



Convenient Compilations



NEW MAPS. *The National Association, 370 Seventh Ave., New York City. Price $1 each.*

The one opposite shows at a glance the states with and without laws for adult probation, appropriately expressed in black and white. Others make graphic the juvenile court laws of the states, with the age of jurisdiction, and, respectively, the progress of adult or general probation laws by years, and of juvenile probation laws. In black and white or in colors.

THE POLICE AND THE CRIME PROBLEM. *Vol. CCLVI, No. 235 of The Annals of the American Academy of Political and Social Science, 3622 Locust St., Philadelphia, Pa. Price $2.*

Edited by Thorsten Sellin, with twenty-seven papers on the organization and functions of the police, problems of police personnel, and the tools and technique of criminal investigation.

COMMUNITY WELFARE IN SAN DIEGO. *The Community Welfare Council of San Diego, San Diego County Welfare Commission, and the City of San Diego.*

A most comprehensive survey of a city's social conditions and its effort to cope with them by George B. Mangold, professor of sociology at the Univesity of Southern California, and S. Lucile Thompson.

DIRECTORY OF SOCIAL AGENCIES OF ST. LOUIS AND ST. LOUIS COUNTY. *Compiled and published by the Community Council of St. Louis, 2221 Locust St. Price $1.*

DIRECTORY OF SOCIAL WORK FOR BALTIMORE AND MARYLAND. *Published by the Family Welfare Association, 31 South Calvert St., Baltimore. Price $3.*

PUBLIC CHILD WELFARE WORK. *Indiana State Board of Charities, 416 State House, Indianapolis. Publication No. 176.*

Handy references to laws concerning Indiana children, with directories of boards, departments and institutions dealing with children. A limited number for free distribution.

PRISONERS AND PRISONS. *Publication No. 175 of the Indian State Board (see above).*

A report by Amos W. Butler on federal penal and reformatory organizations, presented to a special committee of the House of Representatives.

COUNTY AND STATE WELFARE WORK IN NEW JERSEY. *New Jersey State Board of Control, Trenton, N. J. Publication No. 17. Including a directory of public welfare institutions.*

In Rural Wisconsin

IN the comparatively unstudied field of rural social work the Wisconsin States Conference has embarked on an important co-operative study under the direction of Professor J. H. Kolb of the agricultural college of Wisconsin University. The study includes a general survey by citizens of Kenosha County of their schools, health activities, recreation, social welfare, and farm management, from which it is hoped to develop a plan which can be used in all the rural areas of the state. In the field of health a statement of findings has been formulated and presented to the county board, though the whole project will probably be the center of work and activity of all the rural forces in the county throughout 1930. Committees already have been at work for more than a year on the detailed preliminary report.

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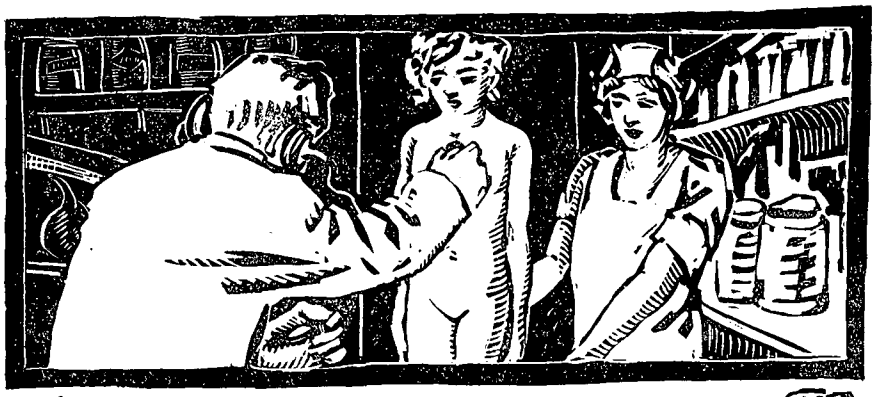

HEALTH

Best Sellers for Babies

WHILE best-sellers come and go the federal Children's Bureau finds an unfailing best "sale" for its pamphlet on Infant Care which circulates an average of half a million copies each year for the nation's new crop of babies. Infants of 1930 vintage will have the advantage of a brand new edition, prepared by Dr. Martha E. Eliot with the aid of many specialists in the bureau and through an advisory committee appointed by the American Medical Association, the American Pediatric Society, and the American Child Health Association, with authoritative text and appropriate illustration to bring it up to the minute in baby culture. Single copies may be had on request from the bureau. Another aid to mothers and child guides in general appears in a new and simplified leaflet, Habit Training for Children, prepared by the Massachusetts Department of Mental Diseases, Division of Mental Hygiene, and the Community Health Association of Boston. It is published by the Massachusetts Society for Mental Hygiene, 5 Joy St., Boston; price, ten cents per copy, $3 per one hundred copies.

For People Mentally Sick

THAT the general hospital holds a strategic position in the diagnosis and treatment of nervous and mental patients is the belief of the New Jersey Department of Institutions and Agencies, of which William J. Ellis is commissioner. Too often physicians have no facilities near at hand for the care of patients suffering from mild mental ailments, while patients themselves delay treatment while it might be helpful to avoid the stigma of being "committed" to a special hospital for mental diseases. How local hospitals could serve in this important field with only slight structural alterations and comparatively minor adjustment of the usual organization is the subject of a study by Emil Frankel, director of the division of research of the department, and Thomas B. Kidner, hospital consultant, issued as Publication No. 18 of the department at Trenton, New Jersey.

Good Food for Health

TO make health education appetizing as well as instructive is a feat accomplished by the ingenious New Haven (Connecticut) Health Department in its monthly bulletin for November. On the cover of the bulletin, set in the best *table d'hôte* style appeared the menu of the kind of Thanksgiving dinner for which New England is famous—oysters, soup, turkey, vegetables, celery and olives, cranberry sauce, ice cream, pie, fruit and nuts, with the domestic beverages of coffee, tea and cider. Below each listing was a tiny number, referring not to price, but a page within, wherein was explained in scientific and attractive detail that oysters, for example, contain iodine and copper, as well as gustatory delights, and that New Haven oysters are protected by federal, state, and city regulations whereby even the oyster-shucker must pass a physical examination. At the point of cranberries the department bursts into an acrostic signed modestly by one C. K. E. Scientific data for the bulletin was gathered with the assistance of Dr. Arthur H. Smith, professor of physiological chemistry at Yale, and his associates. The whole is an effective proof that official health reports need not be merely the necessary, but rather dreary accountings of life, sickness and death, but can on occasion offer a painless and positively pleasant inoculation of facts for the healthy citizen. The idea might be applied to timely comments for other holidays that feature feasting, or even for an educational approach to the weekly delights of Sunday dinner.

Detroit Fights Diphtheria

DR. SHIRLEY W. WYNNE'S sentiments as to the value of cooperative action by the health department and the private physicians in a campaign to wipe out diphtheria (see The Survey, January 1) find emphatic substantiation in the ambitious program recently started in Detroit as the annual drive against this disease. Nurses from the department will visit the homes of the 30,000 babies born in 1928 to urge immediate treatment with toxin-antitoxin. Through the Wayne County Medical Society, which has been at work on plans with the department since September, 800 physicians have volunteered to give the treatment to children of families without a regular physician at certain hours at $1 an injection, or free for those who cannot pay. Printed lists were prepared giving the names of these physicians in each of twenty-seven districts in the city. The first week after publicity was launched through newspaper articles and advertisements, posters, and the like, 651 children were treated; the second week, 1,492, and all indications were encouragingly upward, with a goal of reaching the 100,000 young Detroiters of susceptible age not yet protected against diphtheria.

Health Services Save Lives

HOW effective nursing and medical services may be in saving the lives of mothers and babies at childbirth and during the first year after is shown in an analysis of data from the four health demonstrations of the Commonwealth Fund, reported by W. F. Walker, field director of the American Public Health Association, in a recent issue of the Health Officers' News Letter. During the four-year period covered by the study in the four communities—Fargo, North Dakota, Marion County, Oregon, Clarke County, Georgia, and Rutherford County, Tennessee, there were 10,444 births. Approximately a quarter of these mothers had the benefit of prenatal instruction by the nurses of the health department in cooperation with the family physician. In the group supervised the maternal death-rate was 3.2 per 1,000 live births; among the unsupervised, it was 7.6. Stillbirths were nearly twice as frequent for the mothers who did not have prenatal care, with comparable rates of 25.8 and 48.4. In the group under care the death-rate of babies during the first month of life was 16.3; in those who had not been under care it was 39.4. Between

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the ages of one month and one year 6,234 babies had either field nursing service or medical supervision in health centers or both, and 3,425 babies had none of these. For the first group—who had care—the death-rate for that period was 18.1; for those who did not, nearly three times as much, or 47.6. "These figures," comments Dr. Walker, "are supporting evidence that a favorable showing can be secured in the form of low mortality rates where preventive maternity and child health services are organized."

The Safest Age in Illinois

IN Illinois, the State Dearptment of Health reports, analyzing its records for 1928, one has the best chance of staying alive from the age of ten years through fourteen. During those five years, as in the five preceding, by far the greatest hazard to life is accident. From fifteen on through thirty-four, tuberculosis takes first place in causes of death, and the department comments "Current modes of diet, designed to produce the fashionable narrow-guage form, is doubtless an important factor in causing tuberculosis among the young ladies of highschool age." At thirty-five, heart disease becomes the villain of the scene, and continues so throughout the rest of the seven ages. Between thirty-five and forty-five, tuberculosis stands second in the causes of death, but by the next decade it has dropped to fifth place and cancer stands in its stead as second for the rest of the story. For the school children of Illinois (those from five to fifteen), tuberculosis is by far the greatest enemy, and it claims twice as many girls as boys. Next come accidents, and these, with tuberculosis, accounted for nearly a third of all deaths at these ages. Nearly one-half of the mortality among school children was counted as definitely preventable—including under this category the deaths from accidents, tuberculosis, diphtheria, diabetes, and typhoid fever, and half the deaths from pneumonia.

Helps for Health Workers

DESIGNED especially for junior and senior highschool pupils, an attractive illustrated pamphlet on Florence Nightingale has been issued by the Metropolitan Life Insurance Company as the fifth publication in a health hero series. Copies will be furnished by the company (1 Madison Avenue, New York) to allow five for each teacher using it. The John Hancock Life Insurance Company (Boston) has just issued a pleasant and comprehensive booklet, with many illustrations, Between Two Years and Six, written by Dr. Richard M. Smith, of Harvard Medical School, and approved by the Advisory Medical Committee of the American Child Health Association. Copies will be sent to health workers on request. For the guidance of health and social workers in New York and elsewhere there is now available, in bound form, the Survey of Mental Hygiene Facilities and Resources in New York City, recently completed by the National Committee for Mental Hygiene and the New York City Committee on Mental Hygiene of the State Charities Aid Association. Price $1 of the latter, 105 E. 22 St.

Figures—Statistical and Otherwise

SO far as we know no health department has yet declared long skirts a public nuisance and hence subject for official action, but in the realms of fashion where husbands fear to tread health officers are taking a clear, firm, courageous stand. Speaking over the radio on behalf of the New York State Department of Health, Dr. Paul B. Brooks, deputy commissioner, expressed the diplomatic opinion that "Women recently have been displaying an independence and judgment, in their refusal to allow themselves to be stampeded into accepting styles that they don't want, which entitles them to still more of our admiration and respect, if that is possible. It is my hope that their independence will not weaken and that they will continue to hold out for clothes that not only contribute to attractive appearance but favor health, happiness and longevity." To Science News-Letter, from which the accompanying picture of The Descent of the Skirt is reproduced by courtesy of the editors, the Surgeon General of the U. S. Public Health Service, the president and the president-elect of the American Medical Association, and other brave leaders confided opinions of trailing, wasp-waisted styles which contained such harsh judgments as "an unmitigated evil," "unhealthful," "deplorable," and "unfortunate."

Some bewildered young things may even be a bit perplexed, for only a few short months ago health associations, busily pointing out the statistics of tuberculosis among young girls, seemed united on a drive against boyish forms and talked tactfully about the attractions of curves. To the styles now championed so resolutely may be laid two of the four "fads that kill" broadcast by the Minnesota Public Health Association: reducing, jazz, scanty clothes, and lack of rest. Undoubtedly the moral of it all is moderation, even in waist-lines and hem-levels, and maybe, insofar as fashion is concerned, a compromise will be reached. The last News Bulletin of the New York A. I. C. P., however, switches one fashion item over to the realm of economics by suggesting that recent silk-stocking mortality has been so high due to the office antiques in furniture, that the staff is consdering a 100 per cent adoption of the bare-leg mode as soon as the weather permits. "We can then ask Nursing Bureau to patch up our skins where we can scarcely request them to darn our hose."

An Institute for Clubwomen

TO teach club-women, as mothers and home-makers, to recognize the debits and assets of public health programs in their communities, and to further community health projects, a two-day institute was recently held in New York City under the auspices of the New York State Federation of Women's Clubs and the New York State Congress of Parents and Teachers with the cooperation of the state departments of health and education, the Milbank Memorial Fund, the State Charities Aid Association and the Metropolitan Life Insurance Company. Leaders in special fields described present resources in health organization and possible fields of lay cooperation, including local health studies. The institute, which was organized under the direction of Harriet W. Mayer of Mount Vernon, health chairman of the New York State Federation, was based on the community health study campaign of the General Federation of Women's Clubs, and it is hoped that its success will stimulate similar meetings elsewhere.

Courtesy Science News-Letter

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COMMUNITIES

Where New Yorkers Live

SIXTY thousand families in New York City are living in tenements fifty to eighty years old—tenements in which there are rooms without a single window. Thousands live in cellars two feet or less above the ground. Vertical fire-escapes make egress in case of fire in countless cases practically impossible. In an attempt to correct these and other deplorable conditions, the housing committee of the United Neighborhood Houses has prepared five bills to be introduced at the next session of the legislature as amendments to the recently enacted Multiple Dwellings Law. In brief the bills are:

1. To provide sufficient fire protection in the halls of old-law tenements to permit reasonable time for escape in case of fire.
2. To abolish the dangerous vertical ladder fire-escapes which give no adequate egress.
3. To prohibit after 1935 the use for living purposes of rooms which contain no window opening directly to the outer air.
4. To provide that in every old-law tenement there shall be at least one toilet for every family, located on the same floor as that on which the apartment is situated.
5. To prohibit the occupying for living purposes of cellar apartments.

According to the chairman of this committee, Governor Roosevelt agreed at the time he signed the Multiple Dwellings Act last year, that it was inadequate in its provisions relating to old-law tenements. Social and civic agencies as well are in substantial agreement that the conditions described make these old-law tenements unfit for living purposes. But lately fifty agencies in New York City interested in housing came together to form a new section of the Welfare Council, under the chairmanship of Mrs. Joseph M. Proskauer. This housing situation offers a concrete problem to which a group such as this will probably apply itself in an effort to find a remedy. Now is the time for all good men—in collaboration with the housing committees of the United Neighborhood Houses and the Welfare Council—to come to the aid of their countrymen living in old-law tenements.

The Chests Gain

WIDESPREAD interest followed the publication in the December Midmonthly (page 328) of the list of community chests with increased contributions over the year before as their characteristic note. The Association of Community Chests and Councils now have later—and larger—figures. In the fall of 1928 there were campaigns by 233 chests in September, October and November with a total amount raised of $53,173,128. Of chests having campaigns in the same months of 1929, reports have been received from 131, with a total raised of $44,853.077. Thus more than 100 are still to be heard from by the association. But a comparison of this year with last may be made on another basis. Leaving out of account 11 chests which are included in the 1929 figures for $645,686, but which did not have a campaign in this period of 1928, or at any rate did not report it, there are left 120 chests which held campaigns in 1929 and raised $44,207,391. In 1928, these same chests raised $42,547,913, which gives 1929 a gain of $1,659,478, or 3.7 per cent. As a pleasant finale to the fall campaign, St. Louis raised $2,017,617, an increase of $292,599 over last year. The story is told on page 481 of this issue, of how the Jacksonville chest, by a shrewd combination of the fellowship plan for employes in business offices and industries and of instalment subscriptions for others, overcame the sag which followed the collapse of Florida. And on page 488 Mr. Larrick points out the regrettable error in figures from the Association of Community Chests and Councils, in the last Midmonthly, which made it appear that Akron, Ohio, had run under the figures of a year ago, whereas it actually made a substantial gain.

On the other hand, there are, of course, many cities and many good causes which have fallen behind, most notably the 100 Neediest Cases of The New York Times which on Christmas Day was some $30,000 behind 1928, its banner year. The Times campaign is not quite comparable to one by a chest, for it employs no canvassers or mail solicitation. But it does use space which, at advertising rates, would cost many thousands of dollars aimed at an intelligent and well-to-do audience.

The moral seems to be that the money can be had, but not without even more hard and intelligent work than usual. The experience of the Denver chest offers a case in point and a method of work. On the closing day of the campaign, cuts in large subscriptions had left the amount $83,000 short of the goal of $729,461. But against this there were contingent pledges of $36,000. The "army," as the campaign organization is called, canvassed the situation and decided to carry on for a few days longer with special pledge cards on which had been surcharged in red, "Not binding unless a total of $729,461, including this, is pledged." And $729,461 was raised.

A New Milestone in City Planning

ESTABLISHED only this fall, the Harvard School of City Planning already announces the initiation of three research projects. Under its auspices the president, a past president and a member of the board of governors of the American City Planning Institute will conduct three important studies. Robert Whitten will investigate the question of Optimum Densities for Residential Distribution Under Zoning and Planning, endeavoring to determine how sparsely population may be spread and still meet the cost of complete city improvements and adequate housing, a subject of deep concern to realtors, land-owners and the individual householder alike. George B. Ford will undertake the investigation of What Zoning Has Done to Limit the Height and Bulk of Buildings, Especially in Commercial and Apartment Districts, with a view to offering suggestions as to what further limits should be placed, while Frank B. Williams will investigate The Legal Aspects of Municipal Airports. Although widely discussed since the early days of modern city planning and effectively operating in varying degrees in different localities, on the research side the first two of these subjects have been largely neglected. Pressing and immediate problems have left city planners but little time for a laboratory method of procedure.

The legal aspects of municipal airports is a comparatively new problem. The great and increasing development of flying is raising questions as to ownership of the air, which are by no

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means capable of immediate solution by reference to the legal precedents of the past. Cooperating with Mr. Williams in research in this complicated field, are Dr. Miller McClintock and Professor Henry V. Hubbard, who together are undertaking a study financed by the Milton Fund of the university. Professor Hubbard, it might be added, is the first director of the Harvard School of City Planning. The results of all these research projects will be published and made available to those working in the field. With the new school making research one of its major activities and such eminent authorities conducting the studies, a new milestone in city planning has been reached.

Space for the Future

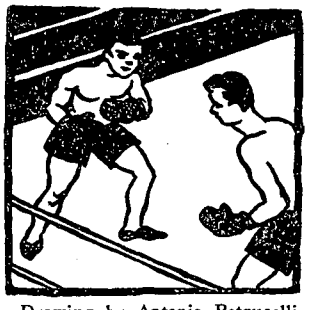
WHEN Paris had become a jumble of centuries-old buildings crowded together, Louis XIV ordered a square mile torn down and in the space thus created, constructed parks and gardens and public buildings. It sometimes becomes necessary thus ruthlessly to tear down, and it may be possible for a benevolent despot to do it, but it is far easier to plan for these needs when the city is built. To stimulate such planning from the men who largely control the growth of American cities, the Harmon Foundation in 1928 made an offer of aid to real estate operators who would set aside permanent recreation space in tracts which they were developing. Fifteen awards of $2,000 and two of $1,000 have now been made to operators all over the country. The plots thus secured are from one to eleven acres in size and constitute from 1.6 to 14 per cent of their subdivisions. The money has been used for equipping the space set aside.

In choosing recipients the Foundation has considered the character of the subdivision, and the willingness of the city to take over the recreation space provided; in short, it has endeavored to single out those which will be bona fide communities of the future. Its effectiveness has been in adding a flavor of self-interest to the civic spirit. In the words of the Foundation News Bulletin:

The purpose of the foundation's awards was threefold: to show municipalities that it is wise to acquire recreation space from subdividers at no expense save loss of taxes; to show subdividers that it is profitable to denote space for public use and even to go to the expense of improving and beautifying it; and, third, to inform prospective home buyers of the advantage to themselves and their children of a play area near their homes.

Where Fellers Find Friends

THE impulse which leads a boy to pin pictures of Jack Dempsey on the dingy plaster of his tenement wall may be turned to developing his own muscle instead of hanging about speakeasies listening to training camp gossip. Boxing has lost the disreputable connotations of "prize fighting" and is now a recognized sport in twenty-six New York settlements. By guiding such natural interests into wholesome channels, the settlement can work best, and for the boy in his teens athletics are among life's most important activities. The instinct which leads to the growth of gangs can be turned to the formation of teams. Basketball is the most popular sport among New York settlement boys, far outranking the traditional baseball, perhaps because city boys can find a gymnasium more easily than a vacant lot, and baseball in the midst of the traffic of a crowded street is not a satisfactory sport. Not that the gymnasium space of the settlements is adequate; this has become a serious problem with many of them where what space and equipment there is is monopolized by the older boys. While training in the collective virtue of "sportsmanship" through team work is the aim of the settlements, they have to fight the same win-at-all-costs spirit that arises in schools and colleges, and their success in doing so depends greatly upon the attitude of staff members. Data on these problems and their solutions has been gathered into a careful study, Boys' Athletics in Thirty-Three Settlements, issued by the Research Bureau of the Welfare Council of New York City.



Drawing by Antonio Petrucelli for Greenwich House

Bernard Shaw on Safety

OF a cold winter night when the world and his wife are sitting snugly at home and the highways are all but clear of traffic, it seems a natural and not unsafe thing to run down the smooth new stretches of Saw Mill River Parkway at 50 miles an hour. Not so, however. With us it led to a little affair with a state trooper, with a scandalously extra-legal ending, and a resolution to begin the New Year by writing a piece about speed and safety, which are identical twins in most minds (including cops'), and that third thing, relativity, which never occurs to police and crawling pedestrians. But one Bernard Shaw, of London, who describes himself as a motorist of twenty-one years standing, has done it much better in The Sunday Observer. To quote:

Courtesy The Advance

A speed limit cannot be observed in daily practice and is not meant to be so observed. It is a device for enabling the police to halt and mulct motorists in those cases of inconsiderate driving which fall short of driving to the public danger or are not grave enough to deserve the more serious penalties attached to that offense.

All discussions as to whether this or that speed is dangerous —whether a motor bus traveling at 34 miles an hour cannot hurt anything but will become murderous and destructive at 35—are quite idle. Under circumstances which occur every day a motor bus or any other vehicle traveling at less than 50 miles an hour is an obstruction and a nuisance. Under certain other circumstances which also occur every day, a speed of 20 miles would justify a magistrate in suspending the driver's license for life.

A motor vehicle, like any other heavy object, is dangerous the moment it begins to move. The common assumption that a steam roller or motor bus if driven carefully over a baby at 2 miles an hour will not hurt it, while a sport car, which at 60 miles an hour or so becomes supercharged and attains the velocity of light or thereabouts, will mangle and slaughter the same baby, is erroneous. An intelligent baby would prefer the sport car. Safe motor cars are imaginary, as are safe wheelbarrows, guns, skates, kitchen boilers or razors. But they can be made safe enough to be tolerated—when they are under the control of intelligent, considerate and able-bodied persons.

What is to be considered is not the conduct of cars but the conduct of drivers. No expert fears a well-driven car, however fast. All fear an ill-driven car, however slow.

We wonder how G.B.S. talks to a policeman, and if he was ever betrayed by his own car. Just as our matter was by way of amicable adjustment, there was a little red flicker, for all the world as if the faithless Lizzie were winking, and the sharp-eyed cop said: "And besides, you haven't any tail-light."

What Settlements Struggle With

MARY McCARTNEY, of the mature age of seven, was one of a group of shining-eyed youngsters from University House taken to see Santa Claus in person at a Philadelphia department store.

"Come on now, Mary," said the settlement worker. "It's your turn to speak to him."

"How are you, Mary?" said Santa through his whiskers.

"Holy Gawd," said Mary, "if he ain't remembered me since last year."

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INDUSTRY

To Make Labor Laws Effective

ADVISORY committees, made up of representatives of employers, employes and the public to supervise the administration of all labor laws are suggested by Professor John R. Commons of the University of Wisconsin in the current issue of The American Labor Legislation Review. Such committees, Professor Commons points out, are functioning successfully in Wisconsin and a few other states. "In practice," Professor Commons states, "these representatives are chosen by the labor commissioners from employers' associations, from labor unions, and from what may be called the expert public. . . . Each administrative unit has its own advisory committee, selected in view of the particular administrative problems involved. The committee's function is to assist in the selection of administrative officials and to help these officials in solving the problems of administration. It is an unofficial committee of management. . . . The advisory committee, though not empowered with legal authority, has been able to give labor law administration much of the efficiency which has characterized private business. It has effectively taken from this important governmental function the burden of political patronage. And it has succeeded in creating and holding the confidence of both employers and labor, without which labor laws can never fulfill their purpose."

Prescribing for a Sick Industry

NOT better equipment and "good times" but more regard for the "human factor" is called for in our coal industry, according to a very illuminating little pamphlet, A Short Story of Coal and Colorado's Coal Fields, recently published by the Rocky Mountain Fuel Company (Patterson Building, Denver, Colorado). About two years ago this company, the largest producer of lignite in the state, decided to try union-management cooperation in the notoriously non-union coal industry of Colorado (see The Survey, December 15, 1928, page 341). Josephine Roche, a former social worker, is vice-president and chief stockholder in the company.

The pamphlet maps Colorado's lignite fields and describes, in non-technical language, the mining methods used. It then outlines the chief causes of recent strikes in the area, including violations by the coal companies of the state mining law. The pamphlet concludes with an argument for

> a changed policy toward the two inseparable factors in the situation: labor and marketing. . . . It must be recognized that the miners who mine coal are as important a factor in its production as the money invested in the property, and this recognition must be given tangible form through contracting with the men's own organization or union.

The pamphlet includes a summary of the Rocky Mountain Fuel Company's famous agreement with the United Mine Workers of America.

For Old Age Pensions

A CAMPAIGN to enlist the support of leading business and industrial concerns for old age pension legislation has been launched by the American Association for Old Age Security, in preparation for an intensive legislative effort in thirty-six states this winter. The association has sent an open letter to 3,000 large employers, including the presidents of Standard Oil, International Harvester, General Motors, United States Steel, Sears Roebuck, General Electric. This letter surveys the pension situation in this country, states the case for state legislation, answers various objections to such a solution of the problem of the older worker in business and industry, and points out that, in spite of the sincere interest of many employers in their workers' welfare, private pension plans have proved inadequate in meeting a growing situation. The open letter reports that a majority of employers replying to a questionnaire sent out by the Society of Industrial Engineers favored the inauguration of state pension laws.

Few and decreasing benefits have been rendered the superannuated employe by private pension schemes, it is asserted. The costs of such schemes are constantly rising, and their numbers have failed to increase over a period of years. Some of the schemes have been abandoned. In the industrial plants where a private plan is still in operation, only about 10 per cent of the employes may benefit from them, the long service requirements barring 90 per cent from participation (see The Survey, April 1, page 57).

A copy of the open letter, which contains useful and up-to-date information on public old age pensions for American workers may be obtained from the association, 104 Fifth Avenue, New York.

The I. L. G. W. U. in Cleveland

THE series of stoppages involving some 80,000 workers voted by the Cleveland convention of the International Ladies Garment Workers Union furnishes another example of the new use of the strike in industrial readjustment (see The Survey, December 1, page 261). Like the perfunctory strike last fall in the New York cloak and suit trade, these strikes are not to be bitter class-warfare battles but, at the expiration of existing agreements this month, they are to serve as brief periods of suspension to permit industrial housecleaning. Wages and hours are mentioned in the strike resolutions, but the chief purpose, as in the New York strike, will be to set up a representative government within the industry, and some sort of "police" system to bar out the sweatshop menace. The forthcoming strikes, notably that of 45,000 New York dressmakers, are reported to have the support of the outstanding employers in the market.

The Cleveland convention has also been concerned with the results of the recent communist control of the organization. The report of the executive committee declared:

> For the first time in many years we meet in an atmosphere freed of rancor and fraternal discord. . . . In the cloak trade, both numerically and with regard to influence they [the Communists] are a zero. Ninety-nine per cent of the cloakmakers have divorced themselves completely from the Left nightmare. In the dress shops they have retained a nucleus amounting to a score of shops, but even there they are largely a negative factor.

The international holds itself responsible for the debts of

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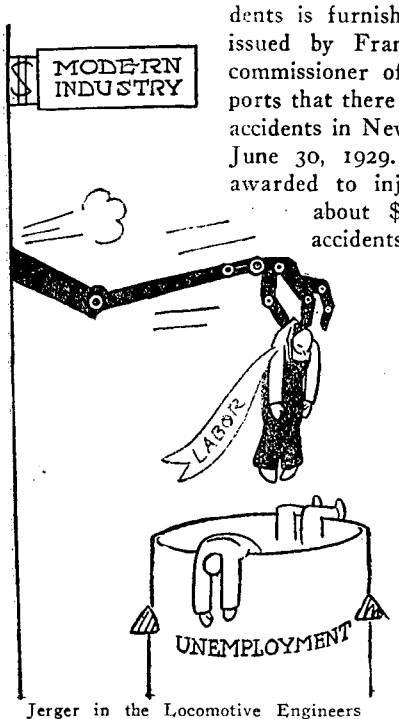
$1,250,000 incurred during the communist control of the New York cloakmakers' organization and the disastrous strike of 1926. To liquidate this debt the convention proposes an annual assessment of five dollars on each member. The convention also made plans for an organization fund of $2,000,000 and for a fund of $500,000 for charitable purposes in which the union is interested. Restoration of the unemployment insurance fund in the New York market which was wiped out under communist control, and the enlistment of chain stores and other retail distributors in the work of stabilizing the industry, are important developments foreshadowed by the convention.

The convention made clear that this important union has definitely abandoned the communist leadership and the old-fashioned class-war principles that swept it into its recent "unhappy period of disruption and humiliation." It has now returned to the policy of thorough-going cooperation within the industry which had won remarkable gains for its membership over a test period of many years.

The High Cost of Getting Hurt

EMPLOYERS and workers in the coal-mining industry suffer an annual loss of $188,000,000 due to accidents, according to an estimate made by E. H. Denny, district engineer, in the course of a study carried out under the Bureau of Mines, Department of Commerce (Circular 6166, Accident Costs and Mine Safety). This represents a cost of about fourteen cents on each ton of coal mined, "an important part of production costs which in some instances might represent the difference between profit and loss." In the twelve months reviewed, 2,518 men were killed by accidents in and about coal mines. More than 181,000 accidents involving loss of time occurred in the same period, and the number of days lost due to accidents totalled more than 21,000,000. During the same period, 430 men were killed in metal-mining accidents, and 30,350 men suffered lost-time injuries. As a result of this study, the Bureau of Mines again recommends a mine-safety code for each state, with an adequate inspection department, and a commission authorized to promulgate new rules as changing conditions require.

Further evidence of the high cost of modern industrial accidents is furnished by a recent statement issued by Frances Perkins, New York commissioner of labor, in which she reports that there were 100,462 compensated accidents in New York for the year ended June 30, 1929. About $32,000,000 was awarded to injured employes, of which about $8,000,000 was for slight accidents. More than a third of the compensated accidents (36,101) were caused by "handling objects and using hand tools." Many of these were minor accidents, but their number made their total cost very high. Miss Perkins points out that

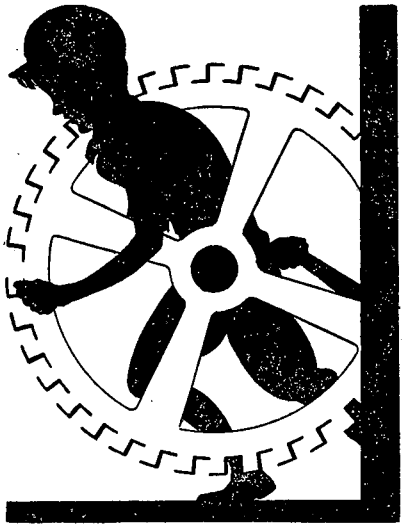


Jerger in the Locomotive Engineers Journal

another significant fact in regard to handling accidents is that they have been increasing more rapidly than accidents as a whole. This is particularly striking because the use of machinery to replace hand work is presumably increasing with each year. Machinery, vehicles, objects that fall upon workers from great heights and dangerous or harmful substances . . . . cause the very serious injuries. . . . These ordinarily get the most attention. But there is always the chance that any industrial accident, however slight it may seem, will result in a serious injury.

The L. I. D. on Unemployment

A USEFUL compilation in small compass of available information on a complex industrial problem is the new League for Industrial Democracy pamphlet, Unemployment and Its Remedies, by Harry W. Laidler (112 East 19 Street, New York, 10 cents a copy). The pamphlet analyzes our inexact employment data, and describes and illustrates "technological" unemployment, and the tendency of modern industry to "discard the middle-aged worker on the ground that he cannot be speeded up in the same way as can workers in the twenties and early thirties." The pamphlet also reviews "the chief immediate solutions considered by present-day economists requiring legislative action, besides touching on the need for long-range reorganization of industry." These proposed remedies include accurate employment statistics, public employment exchanges, a public works program, unemployment insurance, raising the age of those entering industry from 14 to 16, a decrease in the length of the working day as the productivity of labor increases. Dr. Laidler feels, however, that "we should not be satisfied with these measures, good as they are":



> The whole problem of unemployment is bound up with the present profit system with its great and unjust inequalities of wealth and its anarchy of production and distribution; the problem can only be adequately dealt with by the gradual substitution of community control of the vital industries of the counry for the present private control for private profit.

The pamphlet offers a convenient review of the current unemployment problem, and the short summary of the socialist point of view is both informative and challenging.

The Price of Child Labor

WITH a toiling child caught in industry's wheel as its cover, the latest publication of the National Child Labor Committee is a statement of the health menace of child labor under the title, The Doctor Looks At Child Labor (215 Fourth Avenue, New York, 25 cents). The pamphlet is a symposium of brief articles contributed by fifteen physicians of national repute, who brand child labor not only as a cause of physical unfitness among children, but as the foundation for much illness, maladjustment and inefficiency among adults. Listed among the most serious results of child labor from a health standpoint are nervous diseases, heart defects, tuberculosis, toxic poisoning, catarrhal affections, curvature of the spine and permanent injury to bone and muscle structure. Chronic fatigue among child workers is also held responsible for lowered resistance to disease throughout life and for failure to attain normal growth. Mental specialists point out that the child's personality, as well as his body is often warped and stunted from premature employment leaving him unfit "to meet the demands of a complex social organization."

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EDUCATION

North Carolina Takes Stock

AN amazing growth in the number of pupils served, in physical equipment and in enriched educational program is shown in a recent survey of North Carolina's public schools for the past twenty-five years by the State Department of Public Instruction. In the period covered, the total school enrollment increased from 457,000 to about 800,000, the value of public school property has grown from $2,447,600 to $100,929,300. Typical of the state's changed attitude toward education, there were in 1902 not more than 40 highschools in North Carolina, and only 300 highschool graduates. In 1927-8 there were 11,278 boys and girls graduated from white and 1,234 from Negro highschools. Another important gain has been in the number of teachers employed—from 9,062 in 1902 to more than 24,000 today. Most significant, perhaps, is the widening educational experience that the North Carolina schools now afford. Courses in music, art, physical training, agriculture, home economics and manual arts are customary in rural consolidated schools as well as in towns and cities. The report points out, for example, that ten years ago there were home economics courses in only three schools, with an enrollment of about 100 girls, while today there are home economics courses in 227 schools, in which 9,790 girls are registered. In addition, 225 public schools offer evening instruction to more than 5,000 prospective home-makers. Equal advancement is shown in agricultural courses for boys.

"Progress in Spite of Handicaps"

A COUPLE of years ago (Survey Graphic, January, February and June, 1928) The Survey carried the story of Penn School for Negroes on a few small islands off the coast of South Carolina. Concrete data on the methods by which this school has integrated itself with the community, is contained in its 1929 report, Progress in Spite of Handicaps. Like all agricultural communities "the islands"—and the school—suffer or prosper with the seasons, and recently this has meant suffer, but new farming methods introduced by Penn have somewhat softened the blows of fate. Penn, which began in 1862 as a formal school to teach the three r's, has in the past twenty-five years been extending the philosophy of Hampton Institute that economic security is the foundation upon which any cultural life must grow.

The School in Rose Valley

IN pioneer days when parents felt the need of a school for their children, they all took a few days off from their individual activities to chop down trees and build a schoolhouse, and then the teacher was "boarded 'round." Today parents in Rose Valley in Pennsylvania desired a *better* school than they had and have organized one with the aid of expert advice from Swarthmore faculty members. Thirty-two children are enrolled at present, ages three to nine; later it is hoped to extend the work through highschool. The teachers, who are under the volunteer direction of Professor W. Carson Ryan, Jr., of Swarthmore, are thoroughly equipped by training and experience for progressive school methods. But the most interesting aspect of the school is that it was not organized by educators as an experimental laboratory, but is the cooperative result of a public meeting of parents where a board of thirty-five and a smaller executive board, were elected. This first enthusiasm has been followed up with contributions of material and services, so that the school has flourished as a community project. It is housed in a parent-contributed bungalow with grounds equipped with play apparatus and with space for school gardens and out-of-door fêtes.

Athletics at Antioch

"ANTIOCH makes no concession to commercialized sports. It has ignored warnings that winning teams are necessary to enrollment. The new gymnasium has no provision for spectators. Intercollegiate football has been discontinued, though other 'varsity' sports remain. Athletics thrive at Antioch. Most students take part in intramural sports. Fencing, boxing, archery, tennis, and hiking compete with standard games. Athletics is a moderate interest for most students, a dominant interest for very few To bring proportion into education, we must consider athletics. Overemphasis and commercialism are no small evils. Secret subsidizing of players is poor training in ethics. Clean play may still leave undue emphasis. Antioch finds it does not suffer from putting athletics into its proper place."—*Antioch Notes.*

First Aid for Debaters

APPARENTLY peace and immigration are still hotly debated in schools and colleges. To protect his department from the routine of inquiring minds, the superintendent of documents of the United States has issued a free Bibliography for Debaters, listing federal reports and official speeches available at the Government Printing Office on such subjects. We don't know how anyone could get through even the titles of what has been said on the tariff and prohibition, but Nicaragua, for instance, is quite inviting in its brevity, and there seems to be a good deal of debatable material on migratory birds. This list should be especially valuable to schools which do not have access to good reference libraries.

Negro Superiority in Kansas

OUT of the haze in which prejudice and emotion have enveloped the question of Negro "inferiority," there occasionally emerges a bit of factual data. Such actual evidence in the case is afforded by the report of the registrar at the University of Kansas, on the scholastic standing of sororities and fraternities for the past two scholastic years. Its careful statistical tables present a significant picture. In 1928-29, Alpha Kappa Alpha, the larger of the two Negro sororities, held the highest rank of any sorority or fraternity. The year before it had ranked sixth, but was well above the women's

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average and higher than all but one of the fraternities. (A sidelight on another question of "superiority" is that in both years the women's averages were far above those of the men.) Delta Sigma Theta, the other Negro sorority, however, ranks last and the Negro fraternities are below the average, in both years. Alpha Kappa Alpha members are all graduates of public highschools and are mostly from Kansas City—Kansas or Missouri—where separate highschools for Negroes are maintained. One member was born in Texas, one in California, one in Illinois, and the rest in Kansas or Missouri.

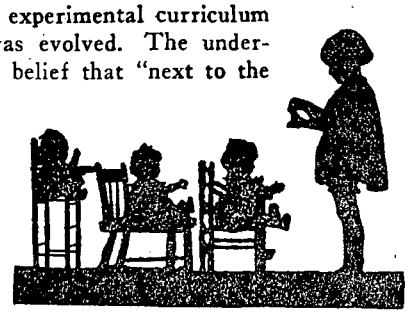
Prisoners at School

THE inmates of prisons, we are beginning to feel, are last generation's "problem children" whom society did not solve by proper education. Several prisons are cooperating with university extension departments to see if education can still reach their inmates and prepare them for future freedom by giving them training for regular employment "outside," and arousing other interests to replace the excitement of crime. Accounts of a student and of a teacher of such courses appeared in The Survey of January 15, 1927, and March 1, 1929. Now comes the official report of the University of Wisconsin's system in the State Prison. Its notable success has been its large proportion of completions rather than the number of enrollments, and this in the face of the fact that in this prison studying must be done after a hard day's work. This success is laid to the emphasis the extension service places on personal educational guidance, for prison students have demonstrated their inability to make their own adjustments. Once a month university representatives make enrollment visits in which they judge the student's ability and needs and direct him to suitable courses. As his interest is usually first caught by the advanced subjects for which he is unprepared, he is allowed to enroll for them and then transferred when he himself realizes that more elementary work is first necessary as a preparation.

To pay for tuition and supplies out of prison wages is difficult, and it would not be wise to depreciate education by making it a charity. One solution has been a scholarship loan fund established by criminology classes at the university and increased by former prison students. There is honor at least among educated ex-thieves, for after only three years operation, $50 has been returned. One student who found education only when he was a "repeater," writes: "That [first] imprisonment taught me nothing. I left prison as ignorant, and a far more depraved character than when I entered. . . . What little education I have now acquired has opened up to me a new world of ideas and ideals. . . . I have learned to think, learned to reason, and now know that a man's ideals motivate his life. Circumstances can affect a man's life to a certain extent, but seldom can they overwhelm him unless the man lacks training."

Teaching Teachers Health

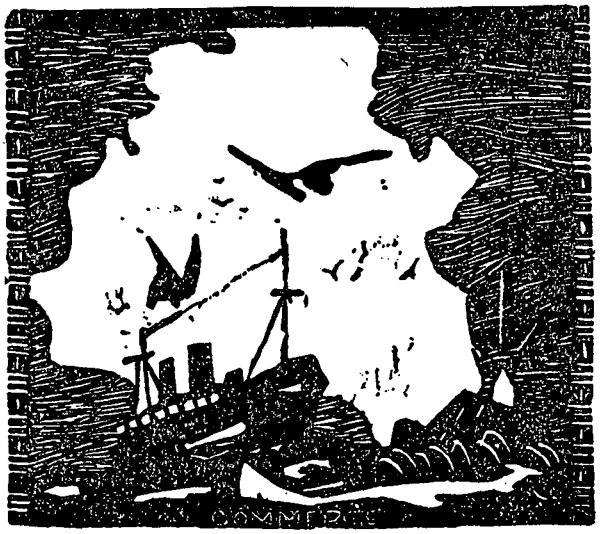
A FIVE-YEAR experiment in which the New York Tuberculosis and Health Association cooperated with the Board of Education in making health education a part of the program of teachers in training is reported in a recent pamphlet issued by the association's Health Education Service (244 Madison Avenue, New York, 50 cents). Beginning with a course of eight lectures given by Dr. Iago Galdston, secretary of the service, in one of the New York training schools for teachers in 1924, an experimental curriculum for two terms' work was evolved. The undertaking was based on the belief that "next to the home the school is the most logical place for health education, and if parents are not themselves equipped to teach adequate health behavior, the school's obligation is imperative." To meet this obligation, it was felt, teachers should be trained in the content and methods of health education. The course of study which was tested through this experiment, presupposes courses in the basic sciences. The first term's work is covered in fifteen lectures on the structure and functioning of the human body in health. The second term's work includes consideration of special health problems of the school child, mental health of the child, and the technique of teaching health. Visits to important health agencies and an outline of illustrative laboratory procedure are included in the suggested curriculum.



Recent progress of school health work is summarized in Bulletin, 1929, No. 8, just published by the Bureau of Education (School Health Work, 1926-8, by James Frederick Rogers.) This bulletin underscores the need for cooperation between home and school in safeguarding the health of the school child, and hence the need for teachers who have studied modern health education as part of their professional training.

New Schools for Old

FRESH evidence of the success of progressive school methods under public school conditions is offered in the occasional Bronxville Schools Bulletins (Superintendent's Office, Bronxville High School, Bronxville, N. Y., 30 cents each). While meeting the demands of regents and college board examinations in academic subjects, this school system is organized around the needs and possibilities of the individual child. The objectives for each year have been set down on a "good card." As John and Mary attain the goal set for their year in each subject, the fact is noted on the card. It is the only "mark" the child receives. Most of the teachers are in charge of their groups for two years, so wide latitude in planning activities is possible. In the bulletin called Creative Activities there is a section on an opera, Haensel and Gretel, which was an example of cooperative dramatic art. In a more recent bulletin, Self-Expression, there are selections from a series of linoleum block prints on American industrial development, from which Sea-Born Commerce on this page is taken. Both bulletins contain examples of elementary and highschool poems. Here, for example, is a winter morning lyric by a six-year-old first-grader:



SNOWFLAKES

One little snowflake
Came on his tippy toes.
The others came too
On their tippy tippy toes.
One danced on the roof;
The other danced on the tree;
Some danced on the ground;
Some danced on me.

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WORK SHOP

But Is It Ethical?

By JOHN D. KENDERDINE

THE relation between professional and personal conduct is one of nearly two hundred questions Chicago social workers recently asked themselves in a thorough-going study of professional ethics. The study was made by Lula Jean Elliott, as her master's thesis at Northwestern University, under the direction of Professor Arthur J. Todd, head of the Department of Sociology. Not only does she review six professional codes of social work ethics now in existence and the studies of thirty chapters of the American Association of Social Workers, but also incorporates the replies to a soul-searching questionnaire received from 118 (out of a possible 173) members of the Chicago Chapter of the American Association of Social Workers. Forty-three of those replying are engaged in family case-work; fifteen in medical social work; eleven in psychiatric social work; eleven in probation or parole work; seven in teaching or social research; thirty-one in various other types of work.

To the question, should a social worker's personal conduct in private life influence her professional standing? 57 percent answered yes; 38 percent said no; 5 percent declined to commit themselves. Miss Elliott is the first to admit that in this question, as in many others on the questionnaire, opinion, as expressed in a reply to the questionnaire, may be at wide variance with performance. The tendency is to put one's best foot forward. Then, too, this study is of Chicago social workers, and Chicago is a big place; in a city of 100,000 one is more amenable to the local folkways. Nevertheless, this self-analysis of 118 social workers, with the difficulties inherent in any such study, is a good indication of how social workers in general feel on certain important professional questions. Miss Elliott has used approved statistical methods to insure the accuracy of her report and to give the profession of social work the fullest and most nearly accurate picture of its ethics which has yet been drawn.

Should a social worker actively engage in political issues, either local or national, as an individual without making known her professional connections? Yes, said 69 percent and no said 24 percent. But suppose she makes known her professional connection, but is not acting as a delegate of her group? Under those circumstances, 61 percent vote against her and 32 percent for. These same questions were discussed by William Hodson in Social Workers and Politics (The Survey, November 15, 1929).

Here comes another sheaf of questions on a subject especially pertinent at this time. Should a social worker limit intake by refusing to accept more work than she can carry and yet maintain a high professional standard? Many tears will be shed over that question if another wave of

What Is Your Opinion?

HOW would you answer the questions below? They are included in the Chicago questionnaire. In the columns at the right are tabulated the answers of 117 members of the Chicago Chapter of the American Association of Social Workers. The Survey will assign space in forthcoming Midmonthlies to a discussion of these and other questions included in the Chicago study. Your opinion and comments will be welcomed. Discussion of the questions below should reach The Survey by February 15. In replying, please state whether or not you are a member of the A. A. S. W. and what type of social work you are engaged in (though letters from laymen will be heartily welcomed).

	Percent Yes	Percent No
Should an agency, in order to maintain a definite standard of work, limit its intake to such a number as can be cared for adequately?	70	19
Accept all applicants found worthy of assistance, even though it means a lower standard of work?	25	59
Should an agency accept contributions from groups or individuals whose source of income is opposed to community welfare?	57	27
Accept all contributions?	43	41
Should an agency in reports to the public:		
a. Withhold details of budget expenditures which might meet with popular disapproval?	19	74
b. Give correct figures, but create an impression of a higher degree of success than has actually been obtained, in order to secure funds and approval?	4	89
c. Include as illustrative cases only those which were successful?	7	80
d. Include a fair representation of both successful and unsuccessful cases?	78	10

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unemployment sweeps down upon us. Of the Chicago group 61 per cent stand fast and would refuse to accept more than they can carry; 26 per cent would not refuse; 13 per cent can't decide. But the great majority agree—78 per cent against 11 per cent—that the executive should not assign more work than can be carried, which rather neatly puts it up to the executive.

Suppose you found a fellow social worker performing in an unethical manner—should you report her? Before approaching her on the subject? After approaching her? Only 7 per cent think she should be reported behind her back; 64 per cent would tell her first, then report, but 12 per cent declined to answer, feeling mayhap, that it all depends on who she is, what she has done and what would be gained by making an issue of the case.

If you, as an executive, are writing a letter of reference or a report concerning a staff member and incorporate in it unfavorable comment or facts about its subject, should you limit the letter to the estimates previously discussed with the person? Should you give the letter to the staff member to read before sending? The vote was 59 per cent to 34 per cent in favor of limiting the letter to points discussed, but 54 per cent as against 32 per cent would not show the letter to the staff member before sending. If you are seeking another job, should you consult your present employer before applying for the new position? Should you ever go so far as to accept the new offer before telling the boss? 54 per cent believe it is ethical to go after the new job on your own, but not to accept without talking it over with your present employer.

HERE'S another stickler. Should a social worker have the privilege of consulting members of the board without knowledge of her executive? Opinion is evenly divided on that point. But 82 per cent, as against 11 per cent, say that the social worker should not speak in public in opposition to her board without first discussing the matter with the board. After discussing it with them, go ahead, say 66 per cent; 24 per cent say no, not even then.

How about financial contributions that are no better than they should be? Should an agency accept contributions from groups and individuals whose source of income is opposed to community welfare (such as industries in which labor conditions are poor)? Yes, say 57 per cent (against 27 per cent and 43 per cent would accept *all* contributions).

Publicitors will find food for thought in the questions about information that is given to the public. Should an agency, in reports to the public, withhold details of budget expenditures which might meet with popular disapproval? This looks like our old friend Overhead. A large majority (84 per cent vs. 19 per cent) say that such information should not be withheld. A still greater majority believe that, even though the figures are correct, no attempt should be made to create an impression of greater success than has actually been obtained. Include not only successful cases, they say, but also a fair representation of unsuccessful cases, for even those can have an educational value, and, furthermore, they convince the contributor of the honesty of the entire report.

Another old friend of publicitors comes in for dissection. Should case stories be used in newspaper or radio publicity when the identity of the client is revealed? No, say 58 per cent, the clients' names must not be given; but 35 per cent see no harm in it. But when the client's identity is withheld, then say 76 per cent, it is quite all right to put him in print provided he agrees. If he doesn't agree, 10 per cent would put him in anyway.

On each of these questions, and a score of others, an all-night debate could be waged—and possibly will be at the next National Conference of Social Work. In all, 174 questions were asked, including such old-timers as: Is a social worker justified in deceiving her clients? Is she justified in permitting a tacit misunderstanding? Which comes first, community or client? The questions fall into five major classes: relations between social workers and clients; relations of the social worker to the profession and to co-workers; relations between social agencies; relations within the agency; relation of the agency to the community and the public.

Miss Elliott was not content with a bare yes and no on such questions. Like a good scientist she determined, wherever possible, the background of the social worker answering the question. So that each reply is seen in relation to the professional or agency training of the social worker and her length of experience—one to nine years, ten to nineteen years, and twenty or more years. She reports:

> Classified on the basis of training, the replies showed few significant differences. . . . A larger proportion of the group with professional training believe it is justifiable for a social worker to engage in political activities as a delegated representative of a professional group, holding less strictly to the point of view that politics is necessarily a thing apart and something to be avoided by the social worker. The professionally trained group also apparently ascribes less to the conventional moral code than does the agency trained group, in the matter of a client's assuming a fictitious name or status to facilitate a difficult adjustment.

Length of training shows greater differences of opinion than the basis of training. The younger ones (in length of service) do not believe a social worker should report to higher authority a co-worker whose attitude is injurious to a client's interests. And more of this group disapprove of the use of case stories without the client's consent. The middle group, ten to nineteen years, incline to the belief that a social worker may properly deceive a client in order to carry out the general policies of the agency. Social workers with the longest experience are more likely to be sticklers for the conventional moral code. They don't like the idea of a social worker taking a fictitious name or status; fewer of them approve the social worker refusing to accept more work than she can adequately carry.

As the age (length of service) increased, there was increasing reluctance to answer certain questions. It isn't so easy, after twenty years of give and take in complex situations, to be a *dea ex machina*.

Monthly Gifts and Fellowships

By THOMAS DEVINE

TWO experiments—monthly instead of annual giving, and fellowships—proved successful in the recent campaign of the Community Chest of Jacksonville, Florida. To date, 96 per cent of the budget has been raised and the remaining 4 per cent is assured before the beginning of the new fiscal year. Yet only three months ago the organization faced this situation: No campaign had gone over the top in the six and one-half years of the chest's existence. No Florida chest had succeeded in recent years. The mortgage on the Y.M.C.A. building had been foreclosed after an unsuccessful campaign. The Chamber of Commerce had been threatened with a similar fate. The group of influential business men who organized and directed the chest during its early years had all resigned. Abandonment of the chest had been frequently recommended. Five executives had been employed in less than seven years. Due to the failure of recent campaigns, the fiscal year had been shortened, involving a change from a spring to a fall campaign, which made necessary two campaigns in one year.

To offset these conditions the chest had the whole-hearted cooperation of every one of its agencies and an executive committee of successful young business and professional men willing to work and desperate enough to experiment.

The pledge card used in this year's campaign provides for a pledge of so many dollars to be paid each month: "This pledge is continuous as long as I am a resident of Duval County, Florida, but may be decreased, increased or cancelled

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by my giving 30 days notice in writing." Opportunity was given to pledge on the old annual basis, but solicitors were instructed to sell the idea of monthly giving, with a minimum of one dollar a month. Smaller pledges were to be paid quarterly or in a lump sum. Publicity stressed "monthly giving for daily needs" and the campaign goal was announced as $17,055.52 a month rather than $204,666.24. In publishing the names of contributors all gifts were translated into monthly amounts: a gift of $100 was reported as $8.33 a month. The result was that 34 per cent of the individual contributors (not including group contributions) gave on a monthly basis and that 67 per cent of those subscribing ten dollars and more gave in this way.

Subscribers in 1929 who gave in 1930 on an annual or quarterly basis decreased the aggregate of their subscriptions by about 18 per cent, due very largely to abnormal economic conditions. Notwithstanding, those who gave in 1930 on a monthly basis increased the total of their pledges by more than 16 per cent. Neither new nor old subscribers who failed to renew are considered in these calculations. Plans for future campaigns include the further transforming of annual into monthly givers and increasing attention to non-givers. After two more campaigns it is expected that most subscribers will be giving monthly, and that subsequent campaigns will be focused on increases and new prospects.

TIME will probably show weaknesses in this plan. How collections will turn out is still a question. One thing which must be guarded against will be a tendency on the part of directors to lessen the campaign effort and so lose part of the educational and emotional values of the campaign itself.

The fellowship plan, while just as simple in its mechanics, has great possibilities of altering the social program and community organization. This plan provides for the establishment of an employes' organization within each plant, firm, transportation or public service group to be known as the fellowship of that group. Membership is optional with each employe. Each member agrees to give to the Community Chest, through the fellowship, the sum of one day's pay, in small weekly, bi-monthly or monthly payments. Each fellowship elects its own officers and if it has fifty or more members its president becomes a member of the board of directors of the Community Chest.

Various plans have been worked out for handling fellowship dues. In some firms the Canton scale of four-tenths of 1 per cent is used. Three-quarters of the money is turned over to the Community Chest and one-quarter held as a special fund for the use of the fellowship. In other instances the entire dues are turned over to the chest. In one case the dues are equivalent to a day and a half's pay per year. The full amount is paid to the chest but one-third is held as a special fund to meet the needs of members of that fellowship. At their request the disbursement and service will be handled by the fellowships, either as a payroll deduction or by the appointment of a collector in each department.

Last May the first steps were taken toward putting the fellowship plan into operation. A survey showed fifty firms which might logically be approached. The first contact of course was with the management. Following this the plan was discussed with key-employes and later submitted to a group meeting. To date twenty-eight fellowships with over 6,000 members have been established. Others are in the process of organization. In twelve cases there was complete failure and the employes were solicited in the ordinary way. In only one of these twelve did the employes decide not to organize; the others were due to failure to sell the idea to the management.

The twenty-eight fellowships will provide about $30,000, or nearly four times the amount that the employes of these same firms subscribed in the previous campaign. The most significant thing, however, is the importance which employes attach to representation on the board of directors of the chest. Representatives of a number of smaller firms have refused to organize unless they could have representation. Evidently there had existed unrealized resentment of taxation without representation. To meet this feeling, the charter of the chest is being rewritten to allow a maximum of one hundred members and at the January meeting the board will be increased to seventy-five, including twenty-eight fellowship presidents. There is no doubt that the first few meetings will see a large percentage of the latter present.

Here is a situation of great potentialities. How successfully can interest and participation in management be maintained? Will the new element effectively interpret social work to labor as well as labor to social work? Will a board composed one-third of representative business and professional men be able to work together for the good of the community as a whole? The success with which these problems are solved will measure the value of the fellowship plan.

Monthly giving and fellowships were not of themselves enough to assure a successful campaign. Seven months of unusually aggressive educational publicity had been followed by a carefully planned campaign-splurge. A soliciting organization of 848 workers believing enthusiastically in the new plan had been coached and provided with easily used sales material. Prospects had been developed and campaign mechanics worked out.

Still, had it not been for monthly giving and fellowships in all probability the chest would now be disbanding. As it is, Jacksonville's social agencies are looking into the future with requirements for 1930 assured and high hopes for 1931.

Over My Desk

A Monthly Talk with Executives

By ELWOOD STREET

Director of the Community Chest of Washington, D. C.

A Ten-Day Record

LEONARD W. DEGAST, the general secretary of the Washington Y. M. C. A., makes each of his departments check up every ten days on its receipts for that part of the month which has elapsed as compared with the same period in the same month in the preceding year; also with the income budget for the whole year. A similar check-up on expenses is done bi-monthly. This keeps the whole staff on its toes to hold income up and expenses down.

Cooperation in Denver

THE Denver Community Chest staged a new stunt in inter-denominational activity and social service publicity during its recent financial campaign when it got the Ministerial Alliance, the Catholic clergymen and the Jewish rabbis to set aside one day to visit Chest agencies. They met at the Y.M.-C.A. and visited the Epworth Institution, the Marjorie Reed Day Nursery, and St. Clara's Orphanage.

Another publicity feature of the same campaign was a pageant, using Paul Bliss' St. Louis scenario, The Bridge of Humanity, with local adaptations. Unusual masks depicting poverty, crime and disease, designed by the Chappel School of Art of Denver, were worn by some of the leading characters. The pageant was given in each of the Denver highschools in turn.

Fifty-six young people representing the various churches and

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synagogues of the city met under chest leadership to discuss methods of cooperation between young people of the city and social work. Each of the representatives promised to get his own young people's groups to visit certain agencies and see for themselves the work which was being done.

Encourage Staff Reading

IT is easy to say to members of your staff, "You should develop regular reading habits, reading not only professional material, but also articles and books that give a background to your work. In addition, some of your reading should be merely for recreation." It is easy to say that, but too often the matter stops there. Not so with the municipal recreation workers of Washington, D. C. All members of her staff, says Mrs. Susie Root Rhodes, are expected to report to her once a month by letter or postal the articles and books that have been read during the month, on any subject.

Using Poster Stamps

A PRINTER of poster stamps suggests the following uses for them: Put them on the backs of all letters from the social agency office and on all bulletins. Arrange with retail stores to paste them on packages; with public service companies and banks to paste on each monthly statement. Use them on program sheets for club meetings. Encourage members of your board to stick them on their letters. Mail a supply to each worker in your financial campaign. Negotiate with theaters to put them on programs. Have them gummed to "house organs" of local industries. Get churches to paste them on their bulletins; hotels and restaurants, on menu cards; telegraph companies on telegrams and messages; club secretaries, on bulletins. Evidently poster stamps have their uses—as witness Christmas seals sold everywhere by the tuberculosis societies. As the Post Office requires that poster stamps on the back of envelopes must not resemble postage stamps, prospective users are advised to submit a sample to the superintendent of mails and to get a letter approving the copy.

Don't Rake Up the Past

"RATHER bad psychology is used in printing on collection notices, as I have sometimes observed social agencies do, the data of previous years and the space for amount due from the previous year," writes Charles H. Alspach, director of the Welfare Federation of Reading, Pennsylvania. "It gives subscribers the idea that there are many persons whose pledges are in arrears. We have never had anything appear on our collection statements regarding over-due accounts from the previous year. We have always used a special collection notice or letter, a special rubber stamp, or a previous year's form to the delinquent subscriber."

Will They Read Two-page Letters?

CHARLES C. COOPER, director of Kingsley House, Pittsburgh, wrote a two-page letter to 3,500 people who at some time or other had contributed. The letter cost $300. It produced 360 subscriptions—over a 10 per cent return in number. As receipts were $4,800 the cost was about 6 per cent, exclusive of the value of Mr. Cooper's brains and time. It must be remembered, of course, that the returns were from former contributors who were interested in the work of Kingsley House; but still, more than 10 per cent returns from any mailing list at a cost of 6 per cent of the returns is mighty good, as anyone will tell you—and from a two-page letter at that. Read it for yourself:

My dear Mr. So-and-So:

When you drive through Schenley Park, stop at the bridge that sends its span across the hollow near the Carnegie Library. Beneath lies a hamlet, a little world in itself.

In the foreground industry is seeking a foothold; a coal plant, a new railroad switch, a new street built by the city; as ever in America pushing back the frontier. Along the tracks trains rush, coming from nowhere, going into the unknown; like comets, leaving black tails to linger over the valley.

If one feels the call of adventure, he may slip over the bank and follow a foot-path down the valley, under the second bridge; thence on to Second Avenue. Tumbled together are the houses, of odd shapes, of every hue, jutting about at the whim of the settlers.

Patches of ground are fenced with tin and sticks for the garden plots of the industrious. There is an old-world outdoor oven, where the busy housewives make bread. A long-handled wooden shovel for handling the loaves leans against the door. Farther down still, queer little beaten trails lead through the hills: goat paths, a mark of another industry of these villagers.

Deep are the mud ruts, smoky the atmosphere, but the mothers are cleanly folk, for they are ever washing their windows, sometimes standing out on a shed roof to make the task easier, and here and there are lines of washing hanging between the telegraph poles and the gas street lights.

This is close to the civic center of Pittsburgh, to the institutions of learning, art galleries and music halls. In reality it is widely separated, for the people there rarely come to the upper level; when they do, they soon hurry back to their own familiar paths.

Mrs. ——— lives here, in a flat of a tiny tenement house. She is a widow, with five children, and scrubs at night. She had come to America some ten years ago, and had found her "mister" and was happily married. Then death took him, and she drifted into cheaper quarters. Each evening she climbed to the car line, and each morning returned. Only the faith of a mother kept her at the hopeless task.

One hot August morning she wearily dragged herself home. A physician from the upper level stopped and talked with her, and suggested that she go to the country. Her eyes grew big with the wonder of it. He advised her how to proceed, and in time she found herself, with her little ones, some twenty miles out in the country.

Daily she walked through the woods of oak and maple and pine, over the acres of green grass and past the gardens of vegetables and bright flowers, breathing in the fresh air and getting a start in health and a new grip for the burden that she must resume.

One day she was sitting in the arbor of the swimming pool, with the smallest child on her lap and the next one at her side. She was watching her other children in swimming. Catching a glimpse of something in her face I said, "The water is refreshing."

"Ah yes," she said, as she turned lustrous brown eyes upon me, eyes that seemed larger from the wanness of her face. "Ah yes, good for little ones, but oh, the trees and the grass and the big distance and the faraway of the hills. To think there is such a place in the world!" Then she hesitated, and added, as a mist came over her eyes, "And to think . . . that I am here."

Each spring I write a letter to Kingsley friends for funds for our fresh air work; but of late I feel a deeper urge, to bring to the outside world the picture and the words of some of our kinsfolk in the by-paths.

When again in Schenley Park, stop as you whiz over the bridges, to look down on the little hamlet. Life and romance are there for those who can read "the simple annals of the poor." But one needs the words of a poet and the heart of a seer to express the call to you from these humble homes. May there be an answer from your heart.

Sincerely,

CHARLES C. COOPER

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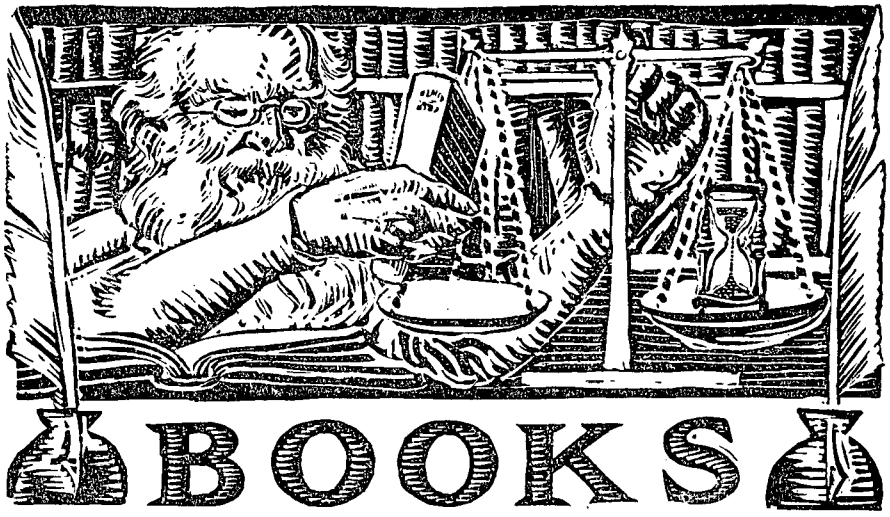

Answer to Prayer

THIS HAPPENED TO ME, *by Helen Ferris. Dutton. 241 pp. Price $2.50 postpaid of The Survey.*

HELEN FERRIS' book, This Happened to Me, seems to be the answer to the social worker's prayer. Gathered in one volume are first-person stories, running the whole gamut of adolescent problems from shyness to show-off. These stories are told by the girls to whom they happened, in their own language and with their own background of beaux, school spirit and parties. The adult reader will value the gradual development of each girl's problem, the credit she gives to parental attitudes and will be grateful to the author for her constant emphasis, even to the point of repetition, through the medium of her girl speaker, that a realization of the problem did not bring immediate solution, but was followed in each instance by many relapses and discouragements, lessened however, by the fact that awareness of a difficulty does give the courage to fight on to an eventual conquest.

While all these things are excellent, the book has two weaknesses. One is a too prevalent boarding-school atmosphere with conversations and situations reminiscent of the late Mrs. L. T. Meade, an author, we are sure, no longer appreciated by the feminine younger generation. The other weak point links up with this in that it is difficult for an adult reader to appraise at what age a girl would most benefit from reading the book. While it deals with the problems of fourteen to eighteen, its content seems more suited to ten to fourteen. However, these faults do not prevent it from becoming a useful contribution to the working bookshelf of that adult, be he he or she, teacher, social worker or parent, who feels the need for something readable to place in the hands of some real girl, hopelessly entangled in the very real problems that accompany the process of growing-up.

Mansfield, Pennsylvania ADELINE DARTT MARVIN

Tead vs. Babbitt

HUMAN NATURE AND MANAGEMENT, *by Ordway Tead. McGraw-Hill. 312 pp. Price $3.50 postpaid of The Survey.*

THIS book by Ordway Tead is an endeavor to bring psychological insight into the day's work. The first ten chapters give a lucid outline of the general principles of psychology and in the rest of the book the author applies these principles to the multifarious problems which confront almost any executive. The advantages of this method are obvious. You cannot make a better executive of yourself, in the best sense of the word, without making of yourself a more self-controlled, wider-minded man. To read this book, then, is an education for all those whose daily work centers around the management of personalities as well as of products.

Ordway Tead is one of the few writers who refuses to let industry run itself. Thank heaven for that! Industrial leaders, high and low, need the helpful, constructive criticism that he is obviously qualified to give. It serves as a welcome antidote to the meaningless palaver of those birds of Babbittry who never tire of chirping, Business is fundamentally sound. Perhaps it is, but business would be a great deal sounder if many of its blind defenders would imbibe the wisdom distilled in Human Nature and Management. ERNEST G. DRAPER

New York

Do Doctors Look Like This?

THE LAYMAN LOOKS AT DOCTORS, *by S. W. and J. T. Pierce. Harcourt, Brace. 251 pp. Price $2.00 postpaid of The Survey.*

THIS is a great book and one which should not be overlooked. I'm a little afraid it may be overlooked, partly because of the very inadequate title, partly because it is such an insignificant looking little volume. No one would suppose that it contains so much that is good for the soul of the doctor. It is a story, told chiefly by herself, of a patient with a severe neurosis with hysterical and psychasthenic trimmings, who is taken to sanatorium, rest home, internist, neurologist. She gives her subjective impressions of each physician's methods. There is the treatment by minimization, by methodic brutality, by encouragement and infinite patience, by sex appeal, by terminology, by experimentation, by efficiency, by "common sense." Finally there is treatment by psychoanalysis. The showing-up is so true to life and so gracefully and so convincingly written that I, for one, felt myself blush more than once in the exposure of my technique from the obverse side. Her experience was a particularly replete one in that she ran the gamut of neuro-psychiatric practice. Almost, but not quite. She missed out on the surgeons. It is too bad for the sake of the completeness of the book that she didn't go to an appendix-snatcher or a tonsil-snipper.

The book gives a little too much credit to psychoanalysis. The author's answer may be that the psychoanalyst did the trick. But the corresponding fact is that, explain it as you may, all the other treatments that she describes with such satire have similarly benefitted thousands of patients. It is wrong to give the public the impression that psychoanalysis is the only efficacious method of treatment known to the medical profession for the sufferer from nervous diseases. This is a serious error, first because it will mislead patients and it makes the book inadvisable for any patient except one in need of psychoanalytic treatment. And second, it will antagonize a good many physicians. The author's emotions are a little turgid and she rather overdoes the case for psychoanalysis.

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The fact remains that there are patients who *should* be treated by minimization, patients who *should* be treated by encouragement, patients who *should* be treated by endocrinology.

Just the same it's a great book and every doctor ought to read it. It is good for their souls. It is still better for their patients' souls. In fact, I'm going to get another copy and read it once a year.

KARL A. MENNINGER, M.D.
The Menninger Clinic, Topeka

Nickel-in-the-Slot Success

HOW TO FIND THE RIGHT VOCATION, *by Harry Dexter Kitson. Harper. 202 pp. Price $2.50 postpaid of The Survey.*

PROFESSOR KITSON'S breezy book is essentially the protest of an expert against a certain present tendency to capitalize the inexperience of success-hungry American youth by dazzling them with the magic of pseudo-scientific vocational guidance tricks solemnly offered in the name of the new psychology. He would debunk vocational guidance by restating first principles in language that ordinary young men and women can understand. He has seemed to say to himself, "If I were facing the necessity of choosing a vocation, bewildered by the complexity of the modern occupational world and uncertain of my own aptitudes, what would I do?" First, he would steer clear of fortune-tellers and oracles and their "nickel-in-the-slot method." Then he would remember that except in the very rare case of geniuses, few men are cut out for any one occupation at birth, and he ventures the guess that "50 per cent of the people can succeed with a 50 per cent degree of success in 50 per cent of the occupations." He does not state his standards of success, but his idea is sufficiently clear; even geniuses must choose, and his leading contention is that while others can help us, we must size up our own qualifications and adjust ourselves to the opportunities spread out before us. He wants young people to realize that they must and can help themselves and he tries hard to show them how.

But after all this has been said, the net impression of the book is that it took Professor Kitson a good many years to garner the information and wisdom which he seems to assume that any sensible boy or girl can command at will. Note, for example, the injunction to young people that "you will have to study the occupations of the world to see what they are." A pretty hefty undertaking! The common-sense rules he lays down sweep over the heads of "problem children," and of the vocationally maladjusted, whose number Professor Kitson counts in millions. In his laudable efforts to safeguard youth from vocational guidance quacks, Professor Kitson seems to me to overshoot his mark in failing to indicate to the rising generation the resources which the modern community affords for those who need expert as well as common-sense counsel.

ROBERT W. BRUÈRE

Hard Facts About Children

SOME NEW TECHNIQUES FOR STUDYING SOCIAL BEHAVIOR, *by Dorothy Swaine Thomas and Associates. Bureau of Publications, Teachers College, Columbia University. 203 pp. Price $2.00 postpaid of The Survey.*

DR. THOMAS and her associates have produced a book significant to education and to sociology. The techniques described should pave the way for more reliable information about young children. The conditions under which these studies developed were ideal. Here were forty children from one year six months to four years of age. They attended a nursery school from 9 A. M. to 3 P. M. for five days a week. Their youth meant that they were comparatively simple human beings, which made the observations more nearly accurate and complete. The long school day permitted observations of the children during a variety of their activities—at work, at play, at lunch, at a test period, and so on. The year's span of observation provided an opportunity to collect much information about each child.

Dr. Thomas has written an excellent introduction to these investigations. It stresses the crying need for more science and less philosophy in studying children, the inadequacy of case methods of study, the complexity of social behavior, and the need for controlling the observer as well as the observed. To mitigate some of these vitiating factors, the observers were carefully trained by constant checking. Two observers would record the physical contacts of one child for a short period, his path across the playroom floor, his contacts with other children, the time duration of single activities. Another pair of observers reported the laughter and smile situations; another the conversation of a gang of three children; another, the child's resistance to test situations; and another, the child's conversation with an adult examiner. The studies do not treat the whole child; they simply select and report narrow aspects of child behavior. Granting the truth of such statements, the value of these techniques for studying social behavior stands. May Dr. Thomas and her associates continue the good work, and with their methods help us to supplant our sentimental theories of childhood with hard, critical facts.

The Lincoln School JAMES R. MENDENHALL

Social Research

AN INTRODUCTION TO SOCIAL RESEARCH, *by Howard W. Odum and Katharine Jocher. Henry Holt. 488 pp. Price $4.00 postpaid of The Survey.*

SOCIAL RESEARCH, *by George A. Lundberg. Longmans, Green. 380 pp. Price $3.00 postpaid of The Survey.*

THESE two pioneering volumes are a distinct contribution to academic literature and supplement each other delightfully. Appearing under the same general title, and using the same general source material, they are strikingly different in objective and emphasis. The one of the more modest title —An Introduction to Social Research—comes from the double pen of Professor Odum of the Department of Sociology and the Institute for Research in Social Science of the University of North Carolina, and Dr. Katharine Jocher, assistant director of the institute, and appears in the American Social Science Series of which Professor Odum is editor. The authors point out convincingly that the analysis of the task of living together, which forms the subject matter of social research, "constitutes the most important problem appearing on the modern horizon," and that "the social sciences are on the eve of a new development of assured scientific proportions yet to be developed and perfected." They stress two great needs—the mastery of method and the mastery of the human factor. Human behavior is the "key problem." This volume is a veritable compendium of background information for the teacher of social research, furnishing an impressive array of valuable source material which it would take a lifetime to collect for oneself, and which has never before been assembled with a similar objective. The twenty-five chapters contain a masterly discussion of the fields of science in general, and of social science in particular, centering about the world-old interest in the "human search"—that urge to discover the causes of human behavior.

Professor Lundberg, of the Department of Sociology of the University of Pittsburgh, presents the second book with the more inclusive title of Social Research in the Longmans' Social Science Series edited by Ernest R. Groves. This book carries out in specific detail the more general suggestions relative to technique given by Odum and Jocher. It furnishes an excellent handbook for the research student containing, as it does, definite, clear, concise, practical directions for carrying out specific pieces of research in the field of social science, the most elusive of all the sciences. Both volumes emphasize the need of developing exact, quantitative methods in social research. Professor Lundberg stresses, also, the tremendously basic importance of critical, accurate, objective observation of social factors upon which the value of the subsequent analysis, and the validity of the conclusions absolutely depend. Following

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the first introductory chapter, the eleven remaining chapters are devoted exclusively to the various factors in technique—terminology, units, the sample, the schedule as an essential tool, the interview—the tool that closes doors of approach as easily as it opens them—the survey, the case approach, the statistical method, and measurements of attitudes and of social institutions.

Bryn Mawr College ELEANOR LARRABEE LATTIMORE

Immigrant Farmers

IMMIGRANT FARMERS AND THEIR CHILDREN, *by Edmund deS. Brunner. Doubleday, Doran. 277 pp. Price $2.75 postpaid of The Survey.*

IN this excellent study sponsored by the Institute of Social and Religious Research, a man peculiarly fitted by experience and interests calls attention to one of the most neglected phases of the immigrant problem. He points out that one-fourth of the foreign-born population in America lives in rural areas. How do they live? On what terms have they been accepted by the native stock? To what extent have they been merged into the "old population"? Does their intelligence level constitute a danger to "American culture"?

Mr. Brunner is concerned mainly with the last two questions and notes that the merging process has gone on at a rather rapid rate during the last fifteen years; that wherever group solidarity continues it is partly due, at least, to the attitudes of the American stock. He concludes that the studies of intelligence prove the children of the foreign-born as well endowed mentally as those of the common stock and that any fears on this ground are without scientific basis. The book comprises two main sections: methodological examination of the problems of amalgamation and intelligence and a presentation of four investigations of immigrant farming communities in North Carolina, Virginia, New England and Minnesota. The book is well supplied with maps, charts and tables.

Eugene, Oregon JAMES M. REINHARDT

Rural England

RURAL LIFE. *A report prepared by a commission appointed by the Copec Continuation Committee. Longman's, Green. 102 pp. Price 80 cents postpaid of The Survey.*

THIS report is a brief analysis of conditions in rural England interpreted from the standpoint of Christian citizenship. It frankly advocates state ownership of the land. It gives a good analysis of the needs of rural education and agricultural organization. The description of the rural nursing service shows England to be far ahead of us. The report stresses the need of putting new life into local government and for the clergy to know about agricultural matters and be interested in rural life. A brief account of various movements for rural reconstruction is appended. It is a useful report to give one an introduction to the complex problem of rural England.

Cornell University DWIGHT SANDERSON

Read and Be Happy

THE ANATOMY OF EMOTION, *by Edward William Lazell, M.D. Century. 267 pp. Price $3.00 postpaid of The Survey.*

THE publishers state that "this book explains the fascinating interplay of man's two natures—the physical and the emotional . . . and Dr. Lazell outlines them here so simply and clearly that the variest layman can understand what happens inside him when he trembles, smiles, frowns or frets." The author states that the purpose of his book is "to give the lay reader the knowledge which will enable him to find the goal of a happy and successful life in conformity with the dictates of personal and higher laws, by the analysis of a few of the most common character traits which will stimulate an interest in the subject of healthy self-analysis." The author evidently has found such happiness in his own attempt at a self-analysis which he sets down in book form.

That the self-analysis resulted in a rather surface evaluation of man's behavior is not to be criticized too severely. Some endocrinology, a quotation from Freud (serving as a motto) and a good deal what passes for individual psychology, and the lay reader is supposed to find happiness in book form. But Goethe has Mephistopheles saying: *"Vergebens, dass Ihr ringsum wissenschaftlich schweift, Ein jeder lernt nur was er lernen kann."* The psychoanalyst knows well this contentment derived from superficial explanations, and most people arrive at such rationalizations of their feelings and conduct without the encouragement of so-called popular books on psychology. The author is evidently unaware of the psychonalytic contributions on the formation of the super-ego for (on page 226) he writes "The child now spiritualizes his images of the personality, that is, his good-man image grows to be a God, and when he identifies himself with this spiritualized image—that is, with God—his love (which is the complementary phase of the feeling of spiritualized inferiority) also takes on a spiritual aspect!" The book is readable and is made interesting by many quotations from the world's literature, but suffers from a semi-scientific straddling of the science of psychology.

New York City PHILIP R. LEHRMAN, M.D.

The Wall Street Family Album

THE STORY OF WALL STREET, *by Robert Irving Warshow. Greenberg. 362 pp. Price $5.00 postpaid of The Survey.*

THE rich man's panic of 1929 was the biggest market break in history but its story will never make such interesting reading as the accounts that have come down to us of early panics. Fifty years ago more or less the stories of great market movements up or down centered in the maneuvers of spectacular if not unscrupulous individuals. And, should we add, in how they worked. In the chronicles of the recent market break nobody described the upset as the design of some individual short of stocks. The event did not uncover any far-flung scandal. In The Story of Wall Street Robert Irving Warshow does not emphasize these contrasts but they impress themselves on any one who reads his dramatic tale of earlier days when Gould, Drew, Gates and Vanderbilt were the market. Now the market is bigger than any individual. Then it was not.

It is unfortunate that Mr. Warshow does not trace this gradual evolution of the stock market with more care. The submersion of the individual and the transition into higher codes of ethics might have been woven into the theme as outstanding developments down through the years. While not burdening the reader with new material the author does present a series of early portraits with which every stock speculator must familiarize himself if he would know his Wall Street from the beginnings. PAUL WILLARD GARRETT

Financial Editor, New York Evening Post

Eat While You Drink

THE MOST NEARLY PERFECT FOOD, *by Samuel J. Crumbine and James A. Tobey. Williams and Wilkins. 292 pp. Price $2.50 postpaid of The Survey.*

THE sub-title of this book, The Story of Milk, reveals more clearly its character. The authors have set forth in easy conversational style a great many interesting and valuable facts relative to this food, which is so much more significant for human welfare than most people realize. A chapter on Milk Through the Ages shows how the earliest records of human history bear testimony to the esteem in which milk has been held in past civilizations and cites a long list of Biblical references to milk and its products. The essentials of the adequate diet are briefly sketched in one chapter and the contributions of milk to the diet in another. The necessity for sanitary control of milk supplies and modern

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measures by which this control is secured are simply and sensibly described. The importance of milk at all ages—for the infant, the preschool child, the child in school, the active adult, the expectant mother—is the theme of the chapter with the somewhat misleading title, Ways of Using Milk. The qualities of good cream, butter, cheese, ice cream, and fermented milk of various sorts are considered under the heading, Useful Milk Products, and the main characteristics of condensed, evaporated, malted and dried milk are treated in another chapter on Concentrated Milks. Some recipes showing use of milk and milk products have been made the basis of the chapter on Milk and Good Cookery, although their logical place would seem to have been in an appendix with more attention to arrangement for ready reference.

The numerous historical, scientific and literary illustrations, quotations and anecdotes, with which the authors have adorned their tale will not only make pleasant reading but serve to focus attention upon the value of the "most nearly perfect food" and should induce people to use it liberally in their own diets.

MARY SWARTZ ROSE

Professor of Nutrition, Teachers College

Short Steps for Mother

JUST NORMAL CHILDREN, *by Florence Mateer. Appleton. 294 pp. Price $2.50 postpaid of The Survey.*

THE period of the last ten years, in which we have been mouthing "psychiatrist," "psychologist" and "psychopathic," has introduced us to the inquiring parent. Just how inquiring he is is reflected in the literary style especially adapted to parental use. Perhaps it was the Child Study Association that developed instruction of the parent by the catechism method, but the tendency to hang upon parents, as distinct from the rest of the reading public, a question-and-answer type of reading, is gaining ground. The author of Just Normal Children obviously wishes to enlighten and reassure parents; ergo, the parent is conceived as approaching the expert in child problems precisely in the spirit of any traveler who steps up to the information bureau at Grand Central. One raises no question as to the ultimate efficacy of the method, but must the parent, in addition to other staggering burdens, suffer a hacked-up reading page that places him in the category of the inquisitive five-year-old? The author's material is excellently chosen for the variety of problems discussed and for the sound treatment recommended. It is comforting to know from the encouraging title and the situations cited that problem children do occur in the best families and that a problem childhood need not doom any of us to permanently warped personalities. In an age when the problem child is so much with us, we need this antidote to the alarms we have experienced over that slim distinction between what is normal and what is abnormal. The author invites us to take heart.

AGNES M. CONKLIN

Clinic for the Social Adjustment of the Gifted, New York University

Whither Workers' Education?

WOMEN WORKERS AT THE BRYN MAWR SUMMER SCHOOL, *by Hilda Worthington Smith. Affiliated Summer Schools for Women Workers in Industry and the American Association for Adult Education. 346 pp. Price $1.50 postpaid of The Survey.*

THIS book gives a complete and faithful picture of the pioneer movement to open up facilities of the colleges to industrial women. Miss Smith has been associated closely with the summer school since its beginning and is, therefore, well qualified to describe the way in which the organization and policies of the school have evolved. The foreword was written by M. Carey Thomas, president emeritus of Bryn Mawr College, who was the prime mover of the summer school idea in the beginning. The materials in the body of the book fall in two main parts. The first deals with what might be called the history and the mechanics of the school. Naturally the details of administrative procedure have changed from time to time. One of the most intricate plans has been that of organizing district committees spanning the whole country through which students are recruited, financial support gained, and general publicity given the school. The material in these sections might serve as valuable guides to other colleges which undertake similar ventures.

Of perhaps greater interest to the average reader are the parts which discuss the educational problems encountered in a school having an eight-week session, no very uniform entrance requirements, students of many nationalities, ages and experiences. What is the method of procedure with a student group of such variety? What subjects are taught and how? How do the students adjust to their new environment? How do they fit into their niches in the world of industry after the school is over? Miss Smith answers in terms of the nine years in which the school has been in operation. Her pages are enlivened by quotations from the students' conversations and letters.

The book raises certain questions of a problematic and speculative nature which do not stand out strongly in the work as a whole. Admitting a need for cultural subjects in the curriculum, can the balance be so held that the aim of "workers education" will not fall in the area of "adult education" applied to a working-class section of the population, rather than in that of pointing an instrument for control in industry? Whatever may be the answers which the future will make to these questions, persons interested in experimental education will find in it a lively and stimulating story.

LOIS MACDONALD

New York University

Sorting Out the Unemployed

THE UNEMPLOYED: OLD POLICIES AND NEW, *by Ronald C. Davison. Longmans, Green. 273 pp. Price $4.00 postpaid of The Survey.*

ANYONE who thinks that the problems of planning and administering an elaborate system of public unemployment insurance are simple and straight-forward would do well to read this book. It presents the shrewd and sober observations of an English public servant who has apparently had the opportunity to study at first hand the application of measures of unemployment relief by both the poor law authorities and by the unemployment insurance administration. Both devices are in this book stripped of all vestige of simplicity and finality and are considered, as they always should be, in the light of their practical results. After a quick but valuable review of the experience with public relief measures in England and on the continent during the past century, the author turns to measures required to supplement or replace public unemployment insurance, poor law relief, and relief works, however managed. It is clear that experience with all of these so-called solutions of the unemployment problem have not been satisfactory, and that, while the author does not say so, they may easily on occasion have aggravated conditions that were bad enough before.

To Mr. Davison, the unemployed are not a vast, homogeneous group whose problem can be solved by the application of a single, simple treatment. They are a diversified lot, some unfit for work because they have been demoralized by past, involuntary idleness and others because they have never had any experience in industry. For these, then, the requirement is intelligent and adequate industrial training which will fit them for jobs that are available and will save them from being forced to work in blind-alley occupations in which their employment is at the best casual and temporary. Although this analysis of Mr. Davison's understates, perhaps intentionally, many of the underlying economic aspects of unemployment, the points he makes are a most salutary contribution to the current literature on

(*Continued on page* 492)

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COMMUNICATIONS

Akron Over the Top

To the Editor: I wish you would please make a correction in your next issue regarding the amount raised for 1930 in Akron's Community Chest. Under Solomon Lowenstein's article in the December 15 Midmonthly, Charity as Usual, we head the list showing $624,956 raised in 1929 and $559,200 raised in 1930. I cannot imagine how such figures could be given out by anyone. We have not a completed audited report, but the total reported on the day the campaign closed was $659,899 on a goal of $659,500. The amount for 1929 was correct.

E. J. Larrick
Executive Secretary Akron Community Chest

Hardy Perennial

To the Editor: You ask about news of me. Well, I had a profitable accident lately. I was knocked down by a driver who fortunately had accident insurance and was promptly paid $500 plus small costs, for hospital, doctors, etc. I am now standing on corners trying to do it again. I had a "completely dislocated" shoulder and various bruises, few of which were fatal. The driver made an unexpected U turn and I was faultless (as always). I am still suffering, however, from an incurable disease, to wit age. The only known cure is too drastic to be contemplated. Yours for social insurance,

Buffalo, New York Frederic Almy

Where Ireland Stands

To the Editor: I note in the letter of Esther Meehan in the October Midmonthly number the statement that "reliable statistics show that Ireland still has the smallest rate for illegitimate children of any country in the world." This could have been written without fear of contradiction up to the year 1900, but since that date statistics seem to show a good many years in which Ireland has been surpassed by Holland, and once or twice by New Zealand as well. See articles on Illegitimacy in the Encyclopaedia Britannica, thirteenth and fourteenth editions.

C. E. Hutchison
East Orange, New Jersey

To the Editor: The article in the December 1 Survey on The Mother Clutch just makes me open my fists and yield up the $10 for renewing as a cooperating member. This story beats most of O. Henry's. Say so to the author for me.

Northwestern University Arthur J. Todd

New Faces for Old

To the Editor: May I as a subscriber of many years standing, ten or fifteen—it has been so long I have lost count—may I protest at the new face, almost a false-face, of the last two issues of The Survey. When the November Midmonthly arrived I swallowed my disappointment, deciding that possibly once a month I could submit to being fed articles doctored journalistically for twelve-year old intelligence quotas. But to have The Graphic follow suit! Must even that be popularized to feed your public? "Nursing by Leg Power," "Sin and Symptoms"—do I see the cover of a serious magazine devoted to social welfare or titles from "True Stories," "Adventures in Crime" or what not.

I do hope others are protesting and that The Survey—the real Survey—the magazine which all these years has given information found nowhere else will find its way to my desk again. Otherwise I fear, a subscriber will be lost.

Mt. Vernon, New York Laura D. Jacobs

To the Editor: The December Midmonthly Survey has just been brought to my attention. The frontispiece is one of the best contributions in the way of a cartoon with its caption that we have ever had and the article with its illustrations is certainly splendid. We are indeed grateful to you for giving the Christmas seal sale such generous publicity.

Managing director, National Tuberculosis Association Kendall Emerson

To the Editor: I could go into a regular Coué chant of "everyday in everyway you're getting better and better," but anything so smart and sprightly as the Midmonthly in its gay blue and white jacket deserves a snappier paean of praise than that wornout couplet.

Anita Eldridge
Executive secretary, California Conference of Social Work

To the Editor: May I add my little bit to the congratulations which you and the office deserve on the make-up of the new Midmonthly? I say "new" because the impact upon the eye and the mind is, I believe, distinctly different. It is much more impressive than it was before, far more attractive, and should certainly prove to you more valuable in the extension to other fields of readers besides those primarily interested in social work.

Lisle Burroughs
Assistant director, Washington Community Chest

Dr. Davis

To the Editor: I am engaged in getting material for a biography of Dr. Katherine Bement Davis. If any of your readers possess letters from her which I might examine with a view of making use of them in the preparation of this book, or if any of them can recall interesting incidents in connection with Dr. Davis and her work, I would greatly appreciate hearing from them. All letters loaned to me for examination, will be returned immediately after being read.

Mabel Jacques Eichel
116 *East 19 Street, New York City*

Brookwood

To the Editor: In your interesting and careful comment on the opening of Brookwood Labor College in your issue of November 15, there is one statement which is likely to be misleading, and I trust that you will give me a little space for an explanation. The statement is made that "following the action of the Executive Committee of the American Federation of Labor last year and of the New York State Federation of Labor, Brookwood is cut off from much of its former trade union support."

Evidence of trade union support or lack of it might be found in endorsements given by trade unions, in contributions from trade union sources, in the make-up of our student body, and in the demand for the services of our Extension Department. As to the first, it is true that a few trade union endorsements

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have been withdrawn. Most of them, however, have not. As to the second, Brookwood received more money from trade union sources during the past year than at any previous time in its history. As to the third, our student body for the present school year includes members of the following A. F. of L. unions: United Textile Workers, International Association of Machinists, International Ladies' Garment Workers' Union, Brotherhood of Railway Clerks, Furriers, Carpenters, Laundry workers, Millinery workers, American Federation of Full Fashioned Hosiery Workers, Hodcarriers and Common Laborers, Longshoremen, and United Mine Workers. As to the fourth, the director of our extension work, Tom Tippett, and others of our staff who assist from time to time in that department, have many more calls for their services than they can possibly meet. Altogether, we feel that though we have lost some nominal support, we have gained in intelligent interest and support from the labor movement.

It may be interesting also to note that at the convention of the New York State Federation of Labor in August, to which you refer, the action of the Executive Council of the A. F. of L. in counselling unions not to support Brookwood, was given a formal endorsement. It was definitely stated, however, by the leaders of the state federation that the federation was not itself making any charges against Brookwood or condemning it. Even so, the motion to stand by the A. F. of L. action was carried by a relatively small majority and only after one of the foremost figures in the American labor movement, James M. Lynch, former president of the International Typographical Union and at present the labor representative on Governor Roosevelt's commission to study old age pensions, had opposed this action. Mr. Lynch made an eloquent and brilliant speech in defense of freedom in labor education and the right of minorities to exist and function in the labor movement.

Chairman Brookwood Faculty A. J. MUSTE

RELIEF AND UNEMPLOYMENT

(*Continued from page* 457)

labor are already unemployed" (Wilmington); "We are expecting a hard winter" (Portland, Oregon); "We do not know what the future holds, but believe that a considerable amount of unemployment threatens" (Boston).

On the other hand, Scranton, Pennsylvania, reports, "Present indications are that it [the winter] will be better than last year." Chester, Pennsylvania, feels that the outlook is good: "One industry working full-time is making splendid efforts to absorb workers from other plants." In Ann Arbor, Michigan, "the depression is gradually lightening." In Houston, Texas, "the prospects are that building which during 1929 has not been up to 1928 will go forward to a new high limit in 1930." From Louisville, where the situation is particularly acute at present, the secretary of the Family Service Organization writes, "We expect some improvement after January 1. I understand that one important company will employ three thousand additional men in January."

Thirty-five of the agencies reporting a heavier tax on their resources replied to the question, "Has it been easier or more difficult to raise funds this fall than last?" Of these, 17 stated that it is more difficult in their respective communities, 15 believed it less difficult, and three reported no difference. Among the agencies having a lighter case load than last year, eleven replied to the inquiry on fund-raising; five that it was harder this year than last, one that it was easier, and five noted no change. At this writing, the New York Times' Hundred Neediest Cases, hitherto an outstandingly successful Christmas appeal, is falling short.

Of the agencies reporting a heavier case load for this winter, 30 answered the question, "If your community feels it faces unusually heavy demands, how is it preparing to meet them?" Fifteen state that no plans have been put forward. Thus, from Lansing, "The community as a whole either does not know or will not face the situation. The newspapers play up how much better conditions are here than in other cities." From Columbus, Georgia, "The community as a whole has not discussed the problem. We have not made any plans to meet the heavy demands." In Lynchburg, Virginia, "The community has never taken any steps about helping conditions. The secretary is trying to have committees formed to study the situation and encourage industries which will open up employment opportunities to come to the city." Six agencies have taken additional paid workers on their staffs, nine have raised additional funds, or are planning campaigns for more funds, in four communities cooperation among the social agencies has been organized to take care of the present emergency, three agencies have received emergency funds through their respective community chests, one agency reports that it is using reserve funds ("and we hope conditions will have improved before we have to use the entire balance"), two communities are making fact-finding surveys of present conditions, and one agency reports that it is taking care of its increased work through volunteers. In three communities,—Milwaukee; Lincoln, Nebraska, and Cleveland—the family welfare agency reports that some machinery for meeting unemployment as a community problem has been set up or is under consideration. None of these are as complete as Cincinnati's going scheme (see The Survey, Dec. 15, p. 330) or the Philadelphia Chamber of Commerce plan which will be described in the next Graphic. In Cleveland, a meeting on unemployment was held, under the auspices of the Adult Education Association, in which employers, representatives of trade unions and of social agencies participated. "A committee on unemployment, sponsored by the Consumers' League is coming to the front at the present time."

A conference was called by the Central Council of Social Agencies in Milwaukee, to consider a program for dealing with the local situation. A permanent committee on unemployment was organized, to supplement the permanent unemployment committee of the Public Employment Office on which the Association of Commerce, local employers and trade unions are represented.

Some months ago, Lincoln, Nebraska, established a permanent committee on stabilizing employment. Early in December this committee filed with the city clerk a report showing employment fluctuations in Lincoln from month to month, and stating that it finds at least 1,000 heads of families in the community have only nine months work or less a year. Most of these victims of broken employment have an annual income under $1,000. The committee estimates that the loss of buying power of the group due to part-time employment is not less than $80 per month per family, or a total of $480,000 for the group. These facts are corroborated, the committee feels, by reports of the social welfare society and the Salvation Army. The survey represents a cross section of typical industries in Lincoln, and covers about one-fifth of the gainfully employed in the community, exclusive of professional and executive services. The report emphasizes particularly the need for a central employment bureau. The mayor of the city suggests that the social agencies furnish a man to head such a bureau, and the city provide and maintain the office. The committee also recommends a program of municipal work in the parks, on the streets and in the water department to help tide wage-earners over the slack months. The unemployment committee and the city council are holding informal meetings to discuss the report in detail and draw up plans for putting its recommendations into effect.

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GOSSIP: of People and Things

Harmful Publicity

"PUBLICITORS should have their news stories checked twice before releasing," said Leon Whipple at the New Jersey Conference of Social Work. "First they should be checked by a technician for fact and statistics; second by the chief executive for policy."

Had such a system been followed by the Harmon Foundation and the Social Work Publicity Council, a recent news release would probably have been re-phrased. In announcing their publicity awards, a release begins: "That the horrible conditions which Dickens described as existing one hundred years ago in English orphanges are still current today in American institutions and that aged people in almshouses are still brutally treated and poorly fed and housed, is evidenced in true stories of social work. . . ."

Tut, tut! Dickensonian conditions are no longer *current* in orphanages, nor are old people brutally treated in the almshouses of today. In isolated instances, yes; but that is no justification for such a sweeping statement. And if the writer who tossed off this juicy morsel had visited many institutions, he would know better; or if he had checked his story with the technicians in the institutional field, he would have drawn a truer picture. Nothing is gained by adopting the sensational journalism exhibited recently by Plain Talk magazine. It's hard enough to lay the institutional ghost, as it is.

THIS year more than ever before, an effort will be made to relate the program of the National Conference of Social Work to the actual problems faced by social workers in their own communities. Three program committees are at work—one to arrange for the general sessions, one to relate division programs to each other and to the Associate Groups (formerly Kindred Groups) and one, having contact with research agencies throughout the country, to discover what new fact material can best be used for program subjects. "We are about three months ahead of last year in program building," states Howard R. Knight, general secretary.

The meeting is scheduled for Boston, June 6-14, with headquarters in the Statler Hotel. Hotel reservations should be made immediately, as the meeting will probably exceed all others in attendance. Make reservations direct to J. Paul Foster, 80 Federal Building, Boston.

WE envoy to you the fact that the Fourth International Sociological Congress will be held in Havana, February 17-24. There will be sections on: general sociology, political sociology, economic sociology, sociology of labor, biosociology, gynesociology, pedagogic sociology, rural sociology and the cultural movement. Professor Francesco Cosentini writes from the directorate of the conference, Paseo de Marti 64, Havana, as follows: "Mrs. Addams, which has very much admired the program, has addressed me to you. . . . I envoy to you this program and I beg you to publish him and make known to your friends." Space does not permit publishing this program in full, but we are glad to make him known to SURVEY readers.

Wanted—A Sense of Color

SANTA CLAUS came to Dr. Eva Reid, chief of the psychiatric clinic of the University of California and a member of the board of the State Society for Mental Hygiene, with a check for $300, first award in the article contest held by the Harmon Foundation and the Social Work Publicity Council. Her article described the rehabilitation of a young woman, who had been wrongly committed to a feebleminded institution, to normal life and a profession. Harold J. Mathews, secretary of the Missouri State Conference of Social Work, won the second award of $200 with an article on a southern almshouse, a composite picture of conditions he had found in Georgia and Alabama. Lillian J. Johnson, director of child welfare in Nebraska, received the third award of $50 for an account of how an immigrant's adjustment to American life was brought about.

The entries were submitted under pen names and the awards were made by a jury composed of Kathleen Norris, the author, Ellery Sedgwick, editor of The Atlantic Monthly, and Bruce Bliven, one of the editors of The New Republic. One hundred and eighty-eight entries came from all over the United States and from Canada. They ranged widely over the fields of social work. But a reader who went over all the manuscripts lamented that she only found herself laughing once—sympathetically. Perhaps a future qualification for social work will have to be the sense of color, which will keep things from looking either all black or all white. She also observed that the case narratives were the best writing submitted, and she had full opportunity to make a conclusion, for the term article was interpreted as essay, short story, diary, biography, poetry and scenario.

The Harmon Foundation and the Social Work Publicity Council have still another contest in the offing which does not close until February 1. It is for the year's publicity program of a social or public health organization, and four awards of $100 each will be given. Judges for this contest are Professor Leon Whipple of the New York University School of Journalism and Survey Graphic Life-and-Letterer, Evart G. Routzahn, the E. G. R. of the pink memos from the Russell Sage Foundation, and Harlean James of the American Civic Association. If you need a new hat for Easter, here's a pleasant way to earn it and incidentally to check up your year's publicity.

LAWSON PURDY of the C. O. S. of New York, recently appointed to the Noise Abatement Commission, was aroused at 1 A. M. recently by a ringing telephone. "This is a reporter of the Daily Screach. As a member of the Noise Commission, have you received your questionnaire re the twenty worst noises?" "No!" cried Mr. Purdy, banging down the receiver and making a note of his first pet noise. (From Column Write, of the C. O. S.)

COMMENTING on President Hoover's Research Committee on Social Trends, Edward Hope, columnist of The New York Herald Tribune, writes: "Social trends, if you ask us (and nobody has), are better indicated by skirt-lengths, Book-of-the-Month Club memberships, circulations of self-improvement magazines, male purchases of hair-greases, dogs owned, telephone bills, and motion-picture themes. And those are details that we are afraid will escape the notice of a body called the Research Committee on Social Trends. Show us a few of the characteristic trees and we'll make you a guess as to the nature of forest. Let us read the nation's postcards and we care not who reads its statistics."

Hoover's New Social Workers

MIRIAM VAN WATERS, referee of the Juvenile Court of Los Angeles County and president of the National Conference of Social Work, has been chosen by President Hoover to conduct a nation-wide study of child crime for the National Commission on Law Observance and Enforcement and the White House Conference on Child Welfare.

Mary Van Kleeck, of the Russell Sage Foundation, has been appointed consultant to the National Commission on Law Observance and Enforcement. She will plan and direct that branch of the commission's inquiry which has to do with economic and social factors. This will include an examination of the conditions in industry and in community life and their effect on the individual's behavior toward the law.

SOPHONISBA P. BRECKINRIDGE was elected president of the Illinois Conference of Social Work and Richard W. Wallace president of the New York Conference of Social Work. Detailed elections of the autumn conference will be published in the February MIDMONTHLY.

JACOB BILLIKOPF, impartial chairman of the garment trades and executive director of the Philadelphia Federation of Jewish Charities, was the honor guest at a dinner on December 8 in recognition of ten year's service in Philadelphia.

STATE conference secretaries from Pennsylvania, New Jersey and New York, together with conference presidents and advisors, held an informal meeting in New York City in December to discuss such

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problems as: What is an integrated conference and why? Is it possible to plan ahead three or four years in program-building? What is the relation of national conference to state conference? What are the relative values of division meetings, forums, round tables? Those present included Howard R. Knight, E. G. Routzahn, Maude Bryan Foote, Mrs. Harriman Simmons, Robert T. Lansdale, Mary S. Labaree, George A. Bedinger, Mary B. Holsinger, Margaret F. Byington, John D. Kenderdine.

SALARIES for social work positions which come under civic service in Massachusetts were recently reclassified as follows: Social worker $1680 to $2160; supervisor of incorporated charities $2040 to $2520; hospital medical visitor $2280 to $2640; public health education worker $1680 to $2040; head social worker $2160 to $2520; psychiatric social worker $1800 to $2160; cost of living investigator $1800 to $2160.

New Programs

THE Pittsburgh Child Welfare Study, under the auspices of the Pittsburgh Federation of Social Agencies, is being directed by Arthur Dunham of the Public Charities Association of Pennsylvania. Other members of the staff: E. Marguerite Jane, Buffalo Children's Aid Society; Helen Hall Smith of New York; Martha P. Falconer of New York, consultant; Clara J. McDonnell of Pittsburgh; Helen Glenn Tyson of Pittsburgh.

The Detroit Social Hygiene Association was organized at a luncheon meeting in October.

The St. Louis Council on Metropolitan Government, recently established, includes Robert W. Kelso in its membership,

Two Large Gifts

TEN million dollars has been given to social work by Maurice Falk of Pittsburgh, who established with that sum the Maurice and Laura Falk Foundation. The foundation, which will be in operation early in 1930, will have broad discretionary powers in spending it on matters of educational, religious, charitable, philanthropic and public interest. The entire ten million must be spent within thirty-five years.

A GIFT of one million dollars by Ralph Jonas, Brooklyn financier, has made possible the merging of the Brooklyn Federation of Jewish Charities and the New York Federation for the Support of Jewish Philanthropic Societies. This merger was proposed in the recent report of the Jewish Communal Survey, and will be accomplished before January 1, 1931.

Bulletin Board

NATIONAL COUNCIL OF JEWISH WOMEN: Los Angeles, January 12-17. Secretary, Mrs. Estelle M. Sternberger, 2109 Broadway, New York City.

NATIONAL CONFERENCE ON THE CAUSE AND CURE OF WAR: Washington, D. C., January 14-17.

PENNSYLVANIA CONFERENCE ON SOCIAL WELFARE: Erie, January 15-18. Secretary, Conrad Van Hyning, 1305 Fulton Bldg., Pittsburg, Pa.

AMERICAN SOCIAL HYGIENE ASSOCIATION: New York City, January 17 & 18. General director, William F. Snow, 370 Seventh Ave., New York City.

NEW ENGLAND HOME ECONOMICS ASSOCIATION: Boston, Mass., January 18. President, Ruth A. Chalmers, 710 Commonwealth Ave., Newton Center, Mass.

RHODE ISLAND STATE NURSES MEETING: Providence, January 23. President, Annie M. Earley, 118 N. Main St., Providence.

Y.W.C.A. CONFERENCE ON LEADERSHIP TRAINING: Charlotte, N. C., January 23-26. Chairman, Alice Lidlaw, Raleigh, N. C.

MARYLAND STATE NURSES ASSOCIATION: Baltimore, January 28-30. President, Jane E. Nash, Church Home and Infirmary, Baltimore.

AMERICAN HEART ASSOCIATION: New York City, February 3. Executive secretary, I. C. Riggin, 370 Seventh Ave., New York City.

CONNECTICUT STATE NURSES ASSOCIATION: Bridgeport, February 5-7. President, Margaret Barrett, 463 Edgewood Ave., New Haven.

FOURTH INTERNATIONAL SOCIOLOGICAL CONGRESS: Havana, February 17-24. Write: Francesco Cosentini, Passeo de Marti 64, Havana, Cuba.

GEORGIA CONFERENCE ON SOCIAL WORK: Albany, February 17-19. Executive secretary, Mrs. E. Davidson, 53½ Baker St., N. W., Atlanta.

AMERICAN ORTHOPSYCHIATRIC ASSOCIATION: New York City, February 21-22. Secretary, George S. Stevenson, 370 Seventh Ave., New York City.

NATIONAL EDUCATION ASSOCIATION, DEPARTMENT OF SUPERINTENDENCE: Atlantic City, N. J. February 22-27. Business Manager, H. A. Allan, 1201 Sixteenth St., Washington, D. C.

PROGRESSIVE EDUCATION ASSOCIATION: Washington, D. C., April 3-5. Executive secretary, J. Milnor Dorey, 10 Jackson Place, Washington.

FLORIDA CONFERENCE OF SOCIAL WORK: Jacksonville,, April 6-10. President, Judge W. S. Criswell, Juvenile Court, Jacksonville, Fla.

CANADIAN CONFERENCE ON SOCIAL WORK: Toronto, April 28-May 1. Secretary, Alec D. Hardie, 45 Richmond W., Toronto.

TEXAS CONFERENCE OF SOCIAL WORK: Galveston, May 1-3. President, Margaret Renkin, Travelers Aid Society, Houston.

NATIONAL TUBERCULOSIS ASSOCIATION: Memphis, May 5-8. Write: Elizabeth Cole, 370 Seventh Ave., New York City.

FIRST NATIONAL CONGRESS ON MENTAL HYGIENE: Washington, May 5-10. Administrative secretary, John R. Shillady, 370 Seventh Ave., New York City.

CALIFORNIA CONFERENCE OF SOCIAL WORK: Santa Barbara, May 13-17. Secretary, Anita Eldridge, Exposition Auditorium, San Francisco.

NATIONAL CONGRESS OF SALVATION ARMY: New York City, May 16-22. Executive director, R. E. Holz, 853 Broadway, New York City.

NATIONAL CONFERENCE OF SOCIAL WORK: Boston, Mass., June 8-14. Executive secretary, Howard R. Knight, 277 E. Long St., Columbus, Ohio.

BIENNIAL NURSING CONVENTION: Milwaukee, Wisc., June 9-14. Headquarters Director, Janet M. Geister, American Nurses Association. ing, 370 Seventh Ave., New York City.

AMERICAN LIBRARY ASSOCIATION: Los Angeles, Calif., June 23-28. Write: American Library Association 520 North Michigan Ave., Chicago.

AMERICAN HOME ECONOMICS ASSOCIATION: Denver, Col., June 23-28.

NATIONAL EDUCATION ASSOCIATION: Columbus, Ohio, June 28 - July 4. Business Manager, H. A. Allan, 1201 Sixteenth St., Washington, D. C.

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Personal News

EDNA ABBOTT appointed public health nurse, American Red Cross, Glades County, Florida.

MARTHA R. ABBOTT, formerly disaster worker, American Red Cross, Washington, D. C., now executive secretary, American Red Cross, Springfield, Ohio.

MRS. T. GRAFTON ABBOTT appointed secretary, Judge Baker Foundation, Boston, Mass.

TESSA DE ALBERTI, formerly instructor of hygiene, Federal Industrial Institute, now director of public health service, Obstetrical Clinic, St. Joseph's Hospital, Yonkers, N. Y.

HELEN L. ALFRED, formerly head worker, Madison House Settlement, New York, now on staff, American Association for Old Age Security, New York.

ALICE ALLEMAN, formerly with the Henry St. Visiting Nurse Service, New York, now with American Red Cross, Lincoln, Neb.

LILLIAN AMIRAUX, formerly headworker, College Settlement New York, now with New Mexico State Department of Child Welfare at Gallup.

KATHERINE AVER appointed medical social worker, General Dispensary, Erie, Pa.

RALPH W. BAKER appointed field representative, American Red Cross, in eastern area.

LELA M. BLILER, formerly with the United Charities, Chicago, now children's agent, New York State Charities Aid Association, in Franklin County.

FRANCES BOYD, formerly supervisor, Family Service Society, Richmond, Va., now supervisor, United Charities, Dallas, Texas.

AIDA DE COSTA BRECKINRIDGE, director, Division of Publications and Promotions, American Child Health Association, New York, appointed director of public relations, White House Conference on Child Health and Protection.

HAROLD L. BRIGHAM, formerly with the Family Welfare Society, Milwaukee, now with Joint Application Bureau, New York.

FRANCES BURKHALTER, formerly with the Family Society, Philadelphia, Pa., now visitor, Family Welfare Society, Savannah, Ga.

ESTHER M. BURKHOLDER, formerly with Occupational Therapy Department, State Hospital, Worcester, Mass., now with Junior League Curative Workshop, Milwaukee, Wis.

MARGARET BYINGTON appointed to staff, New York School of Social Work, New York.

CATHERINE BYRD, formerly superintendent, St. Christopher's Home, Dobbs Ferry, N. Y., now superintendent, McKean County C. A. S., Bradford, Pa.

MARY D. CAMPBELL, formerly secretary, Pennsylvania State Council for the Blind, now executive director, Missouri Commission for the Blind, St. Louis.

WILLIAM P. CAMPBELL, formerly director, Boys Club, Pawtucket, R. I., now field secretary, Boys Club Federation, New York.

MARY A. CANNON of New York elected member, Executive Committee, National Conference of Social Work.

MABEL CARLSON appointed industrial nurse, Johns Manville Asbestos Co., Manville, N. J.

JOSEPHINE CHASE, formerly assistant director, Public Education Association, now with National Committee on Visiting Teachers, New York.

FRANCES CLEAVE, formerly superintendent, Community Hospital, Farmville, Va., now director, Detroit Health Center, Detroit, Mich.

KATHLEEN COCKBURN, formerly with Girls' Service League of America, New York, now resident manager, Greenwich House, New York.

HELEN M. COLLINS appointed to staff, Fiscal Service Corporation, New York; not Lucy J. Collins, general secretary, Family Welfare Organization, Allentown, Pa., as announced in this column December 15.

MARGARET CREECH, associate director, Portland School of Social Work, on year's leave of absence; to study at the University of London; Arlien Johnson appointed acting associate director in her absence.

BESS CRISMAN, formerly executive secretary, American Red Cross chapter, Orange County,

(*Continued on page* 493)

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(*Continued from page* 487)

unemployment.

Mr. Davison's The Unemployed and Henry Clay's recently published (Macmillan, 1929) The Post-War Unemployment Problem are, in the judgment of this reviewer, the most important books that have appeared on this subject since the publication in 1909 of Sir William Beveridge's Unemployment, a Problem of Industry.

LEO WOLMAN
Amalgamated Clothing Workers of America

Are Woman's Rights Enough?

WOMAN AND SOCIETY, *by Meyrick Booth. Longmans, Green. 256 pp. Price $3.00 postpaid of The Survey.*

NOW that the dust of the feminist, anti-feminist battle has settled a bit, it is possible to see the meaning of the struggle more clearly and to discuss it more dispassionately than twenty years ago. It is also possible to see certain facts in the new and clearer light of modern, and especially of Freudian psychology. To expose the fallacies in the arguments of the extremists on both sides—but more particularly of the ardent feminists, and to point the way to a more rational middle ground, is the task undertaken by Dr. Booth, and this reviewer, although for long an ardent champion of woman's rights, must admit that he has done a good job.

One sees indications everywhere today that many women are waking to the realization that the freedom for which they fought so bitterly has not brought the satisfaction that they expected. Dr. Booth explains woman's dissatisfaction with her new liberty by pointing out that the only true freedom is the right to be oneself, whereas the principal thing that women have won is the right to be like men.

> The root evil lies in the failure of so many women to value highly enough the qualities and possibilities of their own sex. So far from the modern woman being . . . too independent, the exact reverse is the case—in a psychological sense. She has sunk into a state of unprecedented dependence upon men. Never before have masculine ideals triumphed so completely over the feminine side of life.

It may be seen from the above quotation that there is much meat for thought in this book, and a great deal of clear-headed digging back to first principles. Though what the writer has said probably applies more closely to the situation in England than in this country, it is nevertheless a valuable contribution to one of the most vexed questions of our day, the future of woman, and should particularly be read by all those responsible for feminine education, the nature of which, as Dr. Booth endeavors to show, is responsible for many of our present-day evils.

MARY DAY WINN
New York City

The Power of Knowing

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(*Continued from page* 491)

Texas, now executive secretary, American Red Cross chapter, McPherson County, Kansas.

HAZEL CROCKETT, appointed to staff, Association for Improvement of the Poor, Pittsburgh, Pa.

LILA CRONIN on staff, Family Welfare Society, Savannah, Ga., resigned.

MARIE CROTTY of Fargo, N. D., appointed to staff, Family Department, Catholic Charities, Cincinnati, Ohio.

ADELINE DALY appointed to staff, State Department of Child Welfare, Santa Fe, N. M.

MARGARET M. DAVIES, formely supervisor of child welfare, Public Health Nursing Association, Pittsburgh, Pa., now supervisor, Visiting Nurse Association, Elizabeth, N. J.

KATHARINE B. DAVIS appointed consultant on social hygiene programs for women's clubs, American Social Hygiene Association, New York.

HANNAH B. EINSTEIN, founder and president, Widowed Mothers' Fund, New York, died Dec. 28.

EDWIN G. ECKLUND of Springfield, Ill., elected member, Executive Committee, National Conference of Social Work.

C. A. EMMONS, formerly superintendent of recreation, Perth Amboy, N. J., now superintendent of recreation, Bloomfield, N. J., succeeding C. C. Wright, deceased.

I. S. FALK formerly professor of bacteriology, University of Chicago, now associate director of study, Committee on the Cost of Medical Care, Washington, D. C.

KATHERINE FAVILLE, instructor in public health nursing, Teachers College, New York, to become director, Department of Nursing Education, City College, Detroit, Mich.

SOPHIE FISHBACK, formerly superintendent of recreation, Stamford, Conn., appointed superintendent of recreation, Lakewood, Ohio, succeeding George E. Bickford.

ROBERT P. FISCHELIS, formerly secretary, New Jersey State Board of Pharmacy, now on staff, Committee on the Cost of Medical Care, Washington, D. C.

ALICE FISKE formerly director, Children's Bureau, Norfolk, Va., now with Orphan Asylum, Indianapolis, Ind.

EDNA FLANAGAN, formerly head nurse for Umatilla County, Oregon, now on staff, Oregon Tuberculosis Association, Portland.

WALTER S. GASSNER, Jr., appointed to staff, Boys Club, New York City.

ADELAID GEE appointed children's agent, New York State Charities Aid Association, in Cortland County.

C. L. GILLESPIE, formerly general secretary, Townsend Community Center, Richmond, Ind., now with Phyllis Wheatley Branch, Y.W.C.A., Louisville, Ky.

AGNES GORMAN, formerly with Travelers Aid Society, New York, now on staff, Children's Aid Society, New York.

J. JOSEPH GREELEY, formerly director of activities Catholic Community Center, Fort Wayne, Ind., appointed assistant to director of education, Boys Club Federation, New York.

BELL GREVE, formerly superintendent, Division of Charities, Ohio State Department of Public Welfare, and president, Ohio Welfare Conference, appointed executive secretary, Community Chest, Charleston, W. Va.

ELOISE R. GRIFFITH, formerly general secretary, Social Service Bureau, Nutley, N. J., now with Children's Welfare Committee, Montclair, N. J.

IRA C. GWIN appointed to staff, American Red Cross, in Pacific area.

L. A. HALBERT, formerly executive director, Council of Social Agencies, Kansas City, now director of public institutions and chief executive officer, State Public Welfare Commission, Providence, Rhode Island.

EDNA L. HAMILTON appointed director of nursing, Children's Fund of Michigan, Detroit.

MARTHA HAMON, formerly with Salvation Army, Atlanta, Ga., returned as superintendent, Nursery and Infants Hospital, Brooklyn, N. Y.

HORTENSE HILBERT, formerly with Commonwealth Fund, New York, in child health work in Austria, now on staff, American Child Health Association, New York.

MARGARET B. HODGES, formerly vocational secretary, Joint Service, New York, now executive secretary, Harvard Medical School, Cambridge, Mass.

ARTHUR E. HOFFMIRE appointed contact man in employment work for ex-service men, William Sloane Branch, Y.M.C.A., New York.

AGNES B. HOMES, field representative, American Red Cross, in Eastern area, resigned.

JEANNETTE HONSBERGER, supervisor with Institute for Child Guidance, New York, resigned.

HELENE HUSBAND appointed A. R. C. social worker, United States Naval Hospital, Mare Island, Calif.

MARGARET INGERSOLL, formerly A. R. C. nurse, United States Veterans Bureau, Salt Lake City, Utah, now A. R. C. field representative in Utah.

HORTENSE JONES, formerly general secretary, Y.W.C.A., Cheyenne, Wyo., now general secretary, Y.W.C.A., Richmond, Ind.

RHODA KAUFMAN appointed director, Committee on Organization, White House Conference on Child Health and Protection, with her headquarters in Atlanta, Ga.

MAUDE JONES, formerly with American Red Cross, Richmond, Va., now superintendent, Visiting Nurse Association, St. Louis, Mo.

ELEANOR M. KELLER, with Family Service Society, Erie, Pa., resigned.

FLORENCE KENWORTHY appointed case worker, Shawen Acres, Dayton, Ohio.

LOLA WELLS KIGER, formerly probation officer, now agent with Board of Children's Guardians, Muncie, Ind.

MARY KISSICK, formerly general secretary, Hempstead, L. I., now general secretary, Y.W.C.A., Wheeling, W. Va.

EMILY LEE appointed to staff, Junior Federation, New York.

EDNA LONIGAN, formerly chief statistician, New York State Department of Labor, now on staff, American Association for Old Age Security, New York.

AARON M. LOPEZ, formerly general secretary, Family Service Society, Erie, Pa., now steward, Warren State Hospital, Warren, Penn.

ANNE LUBAR appointed case work supervisor with the Committee for the Care of the Jewish Tubercular, New York.

CORA MCDOWELL, formerly with People's Institute, New York, now with American Association for Old Age Security, New York.

T. RUSSELL MCGRATH appointed to staff, Boys Club, New York.

A. H. MCKINNEY, superintendent, Mission Society, New York, resigned; succeeded by Raymond Jeliffe of the Madison Ave. Presbyterian Church, New York.

ROBERT H. MARTIN appointed to staff, Family Welfare Association, Milwaukee, Wis.

ALEXANDRA MATHESON, now director of nurses, Visiting Nurse Association, Yonkers, N. Y.

DOROTHY HEREFORD MEALY appointed director,

(*Continued on page* 495)

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Committee on Goodwill between Jews and Christians, Rev. E. R. Clinchy, Sec'y.

NATIONAL BOARD OF THE YOUNG WOMEN'S CHRISTIAN ASSOCIATIONS—Mrs. Robert E. Speer, president; Miss Anna V. Rice, General Secretary; Miss Emma Hirth, Miss Helen A. Davis, Associate Secretaries; 600 Lexington Avenue, New York City. This organization maintains a staff of executive and traveling secretaries for advisory work in the United States in 1,034 local Y.W.C.A.'s on behalf of the industrial, business, student, foreign born, Indian, colored and younger girls. It has 103 American secretaries at work in 16 centers in the Orient, Latin America and Europe.

NATIONAL CHILD LABOR COMMITTEE—Wiley H. Swift, acting general secretary, 215 Fourth Avenue, New York. To improve child labor legislation; to conduct investigation in local communities; to advise on administration; to furnish information. Annual membership, $2, $5, $10, $25 and $100 includes monthly publication, "The American Child."

NATIONAL CHILD WELFARE ASSOCIATION, INC. (est. 1912, incorp. 1914), 70 Fifth Ave., N.Y.C. (Tel. Algonquin 9690). Promotes the building of character in the children of America through the harmonious development of their bodies, minds, and spirits. It issues educational posters and slides and in the Knighthood of Youth provides homes and schools with a method of character training through actual practice. Officers: Dr. John H. Finley, Pres.; Charles F. Powlison, Gen. Sec'y.

THE NATIONAL COMMITTEE FOR MENTAL HYGIENE, INC.—Dr. William H. Welch, honorary president; Dr. Charles P. Emerson, president; Dr. Frankwood E. Williams, medical director; Dr. Clarence J. D'Alton, executive assistant; Clifford W. Beers, secretary; 370 Seventh Avenue, New York City. Pamphlets on mental hygiene, mental and nervous disorders, feebleminded-ness, epilepsy, inebriety, delinquency, and other mental problems in human behavior, education, industry, psychiatric social service, etc. "Mental Hygiene," quarterly, $3.00 a year; "Mental Hygiene Bulletin" monthly, $1.00 a year.

NATIONAL CONFERENCE OF SOCIAL WORK—Miriam Van Waters, Ph.D., president, New York, N. Y.; Howard R. Knight, sec'y, 277 E. Long St., Columbus, O. The conference is an organization to discuss the principles of humanitarian effort and to increase the efficiency of social service agencies. Each year it holds an annual meeting, publishes in permanent form the Proceedings of the meeting, and issues a quarterly Bulletin. The fifty-seventh annual meeting of the Conference will be held in Boston (Hotel Statler) in June of 1930. Proceedings are sent free of charge to all members upon payment of a membership fee of five dollars.

NATIONAL COUNCIL OF JEWISH WOMEN—Mrs. Joseph E. Friend, President; Mrs. Estelle M. Sternberger, Executive Secretary, 1860 Broadway, New York City. Program covers twelve departments in religious, educational, civic and legislative work, peace and social service. Official publication: "The Jewish Woman."

Department of Immigrant Aid and Immigrant Education, 799 Broadway, New York City. For the protection and education of immigrant women and girls. Maintains Bureau of International Service. Quarterly bulletin, "The Immigrant." Mrs. Maurice L. Goldman, Chairman: Cecilia Razovsky, Sec'y.

Department of Farm and Rural Work, Mrs. Elmer Eckhouse, Chairman, 5 Columbus Circle, New York City. Program of education, recreation, religious instruction and social service work for rural communities.

NATIONAL HEALTH CIRCLE FOR COLORED PEOPLE, INC.—370 Seventh Avenue, New York City. Col. Theodore Roosevelt, Honorary President; Dr. Jesse E. Mooreland, Pres.; Dr. George C. Booth, Treasurer; Miss Belle Davis, Executive Secretary.

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NATIONAL ORGANIZATION FOR PUBLIC HEALTH NURSING—370 Seventh Avenue, New York, N. Y. Katharine Tucker, R.N., General Director. Organized to promote public health nursing, establish standards, offer field advisory service, collect statistics and information on current practices. Official monthly magazine: *The Public Health Nurse.*

NATIONAL SOCIETY FOR THE PREVENTION OF BLINDNESS—Lewis H. Carris, Managing Director; Mrs. Winifred Hathaway, Associate Director; B. Franklin Royer, M.D., Medical Director; Eleanor P. Brown, Secretary, 370 Seventh Avenue, New York. Studies scientific advances in medical and pedagogical knowledge and disseminates practical information as to ways of preventing blindness and conserving sight. Literature, exhibits, lantern slides, lectures, charts and co-operation in sight-saving projects available on request.

NATIONAL TUBERCULOSIS ASSOCIATION—370 Seventh Ave., New York. Dr. Eugene L. Opie, president; Dr. Kendall Emerson, managing director. Pamphlets of methods and program for the prevention of tuberculosis. Publications sold and distributed through state associations in every state. Journal of the Outdoor Life, popular monthly magazine, $2.00 a year; American Review of Tuberculosis, medical journal, $8.00 a year; and Monthly Bulletin, house organ, free.

NATIONAL WOMEN'S TRADE UNION LEAGUE OF AMERICA— Mrs. Raymond Robins, honorary president; Miss Rose Schneiderman, president; Miss Elisabeth Christman, secretary-treasurer; 311 South Ashland Boulevard, Chicago, Ill. Stands for self-government in the work shop through trade union organization; and for the enactment of industrial legislation. Official publication, Life and Labor Bulletin. Information given.

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NATIONAL URBAN LEAGUE — For social service among Negroes. L. Hollingsworth Wood, pres.; Eugene Kinckle Jones, exec. sec'y; 17 Madison Ave., New York. Establishes committees of white and colored people to work out community problems. Trains Negro social workers. Publishes "Opportunity"—a "journal of Negro life."

PLAYGROUND AND RECREATION ASSOCIATION OF AMERICA — 315 Fourth Ave., New York City. Joseph Lee, president; H. S. Braucher, secretary. To bring to every boy and girl and citizen of America an adequate opportunity for wholesome, happy play and recreation. Playgrounds, community centers, swimming pools, athletics, music, drama, camping, home play, are all means to this end.

RUSSELL SAGE FOUNDATION—For the Improvement of Living Conditions—John M. Glenn, dir.; 130 E. 22nd St., New York. Departments: Charity Organization. Delinquency and Penology, Industrial Studies, Library, Recreation, Remedial Loans, Statistics, Surveys and Exhibits. The publications of the Russell Sage Foundation offer to the public in practical and inexpensive form some of the most important results of its work. Catalogue sent upon request.

TUSKEGEE INSTITUTE— An institution for the training of Negro Youth; an experiment in race adjustment in the Black Belt of the South; furnishes information on all phases of the race problem and of the Tuskegee idea and methods; Robert R. Moton, principal; W. H. Carter, treasurer; A. L. Holsey secretary, Tuskegee Institute, Ala.

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(*Continued from page* 493)

Home Service Department, Association for Occupational Therapy, St. Louis, Mo., succeeding L. Nielsen, now director, Half Way House, Colorado Springs, Colo.

OLIVE E. MEYER, formerly director of nursing, Rutherford County Health Demonstration, Murfreesboro, Tenn., now superintendent, Public Health Nursing Association, Woonsocket, R. I.

FRANCES MONEY, formerly assistant director, Social Service Hospital Department, Boston City Hospital, now director, Social Service Department, University Hospitals, Minneapolis, Minn.

MARY H. MORAN, formerly member of faculty, Simmons College, Boston, now executive secretary, Association of Day Nurseries, New York, succeeding H. H. Sears, resigned.

MRS. THEODOSIA MOREHOUSE appointed employment worker, Handicapped Unemployment Department, Bureau of Charities, Brooklyn, N. Y.

R. M. MOSS, formerly secretary, Urban League, Baltimore, Md., now secretary, Urban League, Pittsburgh, Pa.

STELLA I. MUCHA, formerly school nurse, Evanston, Ill., now public health nurse, American Red Cross chapter, Monona County, Onawa, Iowa.

HELEN W. MUNSON, formerly instructor, Teacher's College, New York, now assistant editor, American Journal of Nursing, New York.

KATHERINE MYERS, field representative, American Red Cross, in North and South Carolina, resigned.

LEET B. MYERS, formerly director, Welfare Federation, Lancaster, Pa., now manager, Community Chest, Niagara Falls, N. Y.

STELLA MYERS appointed children's agent, New York State Charities Aid Association, Tompkins County, succeeding Miss Newhall.

ISABEL NELSON appointed to staff, Welfare Society, Savannah, Ga.

JOHN M. NICKLAS, formerly director, Maryland State Tuberculosis Clinics, appointed medical field secretary, New York State Committee on Tuberculosis and Public Health, State Charities Aid Association, New York.

MARY M. NICOLLS, formerly visiting teacher, Kalamazoo, Mich. now research assistant, Department of Rural Life, University of Wisconsin, Madison; succeeded by Helen M. Wightman and Marian E. Wiord.

R. W. NININGER, formerly assistant in sociology, University of Kansas, now on staff, Provident Association, St. Louis, Mo.

ISABEL NOBLE appointed instructor in home economics, University of Chicago.

FRANCES PERKINS appointed member, Vocational Guidance and Child Labor Committee, White House Conference on Child Health and Protection.

EVELYN PERRY, formerly with the Massachusetts S. P. C. C., now with Juvenile Protective Association, Washington, D. C.

EDITH B. PIERSON, formerly director of health program, Social Service Department, Babies' Hospital, Philadelphia, now public health nurse, American Red Cross, Rugby, North Dakota.

SUSAN B. PLANT, formerly director, The Home for Little Wanderers, Maine, now executive secretary, Children's Aid Society, Niagara Falls, N. Y.

CELESTE POST, formerly with the Hebrew Benevolent Society, Baltimore, Md., now with Research Department, New York School of Social Work, New York.

RUTH W. POWELL appointed secretary, Child Welfare Division, Chicago Council of Social Agencies, succeeding Mildred Arnold, resigned to become director, Child Service League, Springfield, Ill.

MARION POWERS appointed executive secretary, Travelers' Aid Society, Albany, N. Y.

B. B. RANDLE, formerly supervisor of school nursing, Cattaraugus County, New York, now supervisor of school nursing, Grand Rapids, Mich.

ELIZABETH RANDOLPH appointed executive secretary, Social Service Exchange, Troy, N. Y.

STOCKTON RAYMOND, formerly general secretary, Family Welfare Society, Boston, Mass., now director, Community Chest, Columbus, Ohio.

CLARA A. REID, formerly on staff, Family Welfare Association, Milwaukee, Wis., now executive secretary, American Red Cross chapter, and overseer of the poor for Plymouth County, Le Mars, Ia.

BERTHA REYNOLDS of the Institute for Child Guidance, New York, resigned as chairman, Division of Mental Hygiene, National Conference of Social Work; succeeded by Henry C. Schumacher, director, Child Guidance Clinic, Cleveland, Ohio.

MARTHA D. RING, formerly assistant editor, International Critical Tables, now on staff, Committee on the Cost of Medical Care, Washington, D. C.

HELEN RICHARDSON, field representative, American Red Cross, in Vermont, resigned; to be married.

EVELYN RODEE appointed psychiatric social worker, Child Guidance Clinic, School of Medicine, Indiana University, Indianapolis.

MARGARET ROGERS appointed director, Red Cross Service, U. S. Veterans Hospital, Sunmount, N. Y., succeeding Margaret Dyer, transferred to Naval Hospital, Brooklyn, N. Y.

C. RUFUS ROREM, formerly of the School of Business Administration, University of Chicago, now on staff, Committee on the Cost of Medical Care, Washington, D. C.

WILLIAM L. RUSSELL of White Plains re-elected vice-president, National Committee for Mental Hygiene.

HARRIETTA RYAN, formerly with the Board of Education, Cincinnati, Ohio, now associate director, International Institute, St. Louis, Mo.

BERNARD SACHS of New York re-elected vice-president, National Committee for Mental Hygiene.

JAMES P. SANDS, formerly clinical director, Friends' Hospital, Frankford, Pa., now superintendent, Philadelphia Hospital for Mental Diseases, Byberry, Pa.

DOROTHEA DE SCHWEINITZ appointed research associate, Department of Industrial Research, University of Pennsylvania, Philadelphia.

HOLLY SHANKS, with Provident Association, St. Louis, married to Austin C. Taylor.

MARIAN SHEAHAN, formerly with the New York State Department of Health, appointed president, New York State Organization for Public Health Nursing.

FRANK SHERWOOD, social hygiene worker, Wisconsin State Board of Health, resigned; succeeded by Dwight Warner.

BEATRICE SHORT, formerly with National Organization Public Health Nursing, now director, Public Health Association, Indianapolis, succeeding Mrs. Hamilton, now with Michigan Children's Foundation.

FREDERICK SIEDENBURG appointed to the Illinois State Welfare Commission.

MARION SIMONSON appointed to staff, Bellevue-Yorkville Health Demonstration Work in the Schools, New York.

GODFREY J. SMITH appointed executive director, Community Chest, Albany, N. Y., succeeding Ford T. Lehman.

MARTHA SMITH appointed vocational councilor, Vocational Service for Juniors, New York.

EUGENIA L. SMITZ, formerly with the St. Vincent de Paul Society, Milwaukee, Wis., now with Catholic Charities, Cincinnati, Ohio.

ANNA SOLOMON appointed medical social worker, Jewish Hospital, Brooklyn, N. Y.

NELLIE SPITAL appointed case worker, Jewish Welfare Association, Philadelphia, Pa.

JOSEPHINE STRONG, formerly with the Social Welfare League, Reading, Pa., now with Family Service Society, Canton, Ohio.

MRS. OLIVER STYER, director, Girl Scouts, Bridgeport, Conn., resigned; succeeded by Helen Delacey.

T. EARL SULLINGER appointed dean, School of Social Science, University of Omaha; returns after two years' absence completing a Ph.D. degree, University of Missouri; through his efforts, Institute for Social Research, University of Omaha, has been established.

ESTHER TAYLOR, formerly district supervisor, Social Welfare League, Seattle, Wash., now case supervisor, Family Service Organization, Louisville, Ky.

WILLIAM TELZROW, formerly on staff, Cleveland Welfare Federation, now manager, Cleveland Institute of Aviation.

ALONZO C. THAYER, formerly executive secretary, Pittsburgh Urban League, now secretary, Industrial Department, Chicago Urban League.

ARTHUR THOMAS of Ossining, N. Y., appointed parole officer, New York State Commission of Correction.

NANCY TOMLINSON, formerly with the Veterans' Bureau, now with Neuro-Psychiatric Clinic, Norwich, Conn.

ANNA BELLE TRACY, formerly with Institute for Child Guidance, New York, now on faculty, Western Reserve University School of Social Science, Cleveland.

CATHERINE URBAN, formerly with Provident Association, St. Louis, now teacher, West Walnut Manor School, St. Louis.

ZANA D. VAILE appointed social case worker, Family Service Society, Canton, Ohio.

IVY VAN ETTEN, formerly with Provident Association, St. Louis, now industrial secretary, Y.W.C.A., Elizabeth, N. J.

MYRA VAN NOSTRAND, field representative, American Red Cross, in Eastern area, resigned.

RUTH WALKINSHAW appointed supervisor, Cook County, Boarding Division, Illinois Children's Home and Aid Society.

LORRAINE WALLING of Minneapolis appointed to staff, A.I.C.P., New York.

HANNAH WEARN appointed case worker, American Red Cross, Birmingham, Ala.

LILLIE V. WEIST appointed director, Tatham House, New York, succeeding Carol M. Smith.

JOHN A. WELSH appointed to staff, Boys' Club, New York.

IRA S. WILE elected president, Association for Personality Training, New York.

ELIZABETH WILSON of Appleton, Wis., with National Board, Y.W.C.A., New York, for the winter.

EDITH N. WYATT, formerly with Darke County Health Unit, Greenville, Ohio, now executive secretary, Grant County Tuberculosis Association, Marion, Ind.

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